

University Committee on Women
Monday, September 26, 2005
11:30 - 1 pm
Room 114, Marston

Present: Lauri Dusselier, Susan Carlson, Virginia Blackburn, Kristen Constant, Carolyn Heising, Rita Marinko, Eileen Thacker, Ann Thompson, Pat Dobelis, Barbara Kalsem, Janet Tait, Deb Covey, Debra Sanborn, Ellen Senram, Jill Bystydzienski, Penny Rice, Karen Zunkel, Sheley Johnson

I. Introductions

Introductions of members present.

II. Minutes from Fall Retreat

Minutes from Fall Retreat reviewed, corrections noted. The minutes will be accepted with corrections. If additional changes are seen, please let Sheley know.

III. Subcommittee Reports

A report from each subcommittee, if present. Subcommittees that provided reports of goals for the coming year are included.

College Review & Oversight

There was discussion of the draft of the College of Engineering report. The report was drafted during the past summer by Ann Thompson and Judy Vance, who put together the data that was collected. The statistics from this report show that there has been a dramatic decline in the hiring of women in the College of Engineering. For the purposes of this report, this committee, UCW, will make recommendations of ideas on how to improve the declining trend.

The discussed changes will be made to the draft report, then the final report will then be presented to the Dean of Engineering.

Members:
Carolyn Heising
Eileen Thacker
Deb Covey
Karen Zunkel

The goals for the UCW college oversight committee for this year, 2005-2006 are:

1. Follow-up on engineering report to Dean Kushner. Prof Ann Thompson has agreed to provide the subcommittee the completed report within the next few weeks having worked with Prof Judy Vance to complete it over the summer. This report will serve as a template for future college reports.
2. Continue formulating the Vet Med college committee to develop a status of women report. Prof Heising will speak with Prof Eileen Thacker and Prof Claudia Baldwin of the Vet Med college to determine the status of the report.

3. Begin discussions with the Business College faculty regarding a future study for that college on the status of women.

Childcare/Family

Members:
Lisa Orgler
Judy Dolphin
Camille Sloan Schroeder
Lee Furbeck, Secretary

Leadership

Members:
Vicky Thorland-Oster
Pat Miller
Dianne Bystrom, Chair

Marketing/PR

Members:
Lee Furbeck
Melissa Gibbs
Kris Phelps
Penny Rice
Tanya Zanish-Belcher, Chair

Mission for the Marketing Committee for UCW:

- To educate the campus community about UCW activities, mission, and goals
- To enhance networking opportunities for women by sharing information

For the coming year--goals for 2005-2006:

- Evaluate website and make recommendations to Sheley
- Encourage UCW members to select relevant websites to be included on the website as resources
- Create a 10-minute Power Point presentation on UCW
- Organize UCW presentations (of the above Power Point presentation) by the UCW Chair (or another representative) to be given to campus groups, such as the Faculty Senate, P & S Council, the President's Council, GSB, and GPSS.
- Work with local media to include articles on the work of UCW, such as the Ames Tribune, Inside Iowa State, P & S Council Newsletter, and the ISU Daily

- Revive the Women's Network, an electronic e-mail discussion group

Women in Athletics

Members:
Ann Thompson
Ellen Senram
Lauri Dusselier

Workplace Climate

Members:
Jill Bystydzienski
Janet Tait
Pat Dobelis
Barb Kalsem
Ingrid Lilligren, Chair

Letter that was sent to Susan:
Dear Associate Provost Carlson,

During the 2004-05 academic year, the University Committee on Women subcommittee on Workplace and Campus Climate Issues accomplished a task of relevance and importance to our community. The inclusion of the paragraph below dealing with issues of workplace violence, harassment and mobbing to the AFSCME (merit employees) contract is timely. We would appreciate your reviewing this and forwarding it to either President Geoffroy or Provost Allen for distribution to supervisors across campus. We are asking for this support as a way to highlight and make visible an often subtle and at times hidden problem. On behalf of the subcommittee, we appreciate the support that this administration has shown and continues to show for such issues.

Sincerely,

Ingrid Lilligren
Chair, UCW Subcommittee on Workplace and Campus Climate Issues

The above letter is sitting with Susan and will be moved forward.

The Workplace and Campus Climate Issues subcommittee will address the following issues this year:

- Inclusion of language in the Faculty Governance Document and the P&S contract regarding bullying, mobbing and harassment.
- Track the implementation of the Campus Climate Survey recommendations for changes at ISU.

IV. Announcements/Items to Remember

2005 Women's Enrichment Mini-Grant Program

The Women's Enrichment Fund is designed to support initiatives that will enrich the experiences of women faculty, staff, and students at Iowa State University. For the 2005-06 fiscal year, \$25,000 is available to be funded in "mini-grants" to support initiatives affecting women on the ISU campus. Funds may also be requested for seed money to stimulate additional donations from other sources in support of women. Examples of initiatives eligible for funding might include:

- Leadership programs for women faculty, staff, and students
- Enrichment or development of courses on topics related to women's issues
- Lectures by outstanding women leaders and role models
- Mentoring programs for women faculty, staff, and students

Mini-grant proposals may be requested by faculty, staff, or student organizations. The maximum amount that may be requested this year is \$5,000.

2005 Women's Enrichment Mini-Grant call for proposals is out! Information can be found at: <http://www.provost.iastate.edu/faculty/diversity/>

FACES – Families of Ames Celebrate Ethnicities will be holding its 5th Annual Festival on Saturday, October 1, 2005, from 10:00 am – 4:30 pm. A pamphlet was distributed to the group.

V. Next Meeting

Monday's, 11:30 – 1:00 pm appear to work best for most everyone. Lauri is working to have the new Athletic Director join UCW for a meeting, therefore notice of the next meeting will be sent out in an email.