

**University Committee on Women**  
**Monday, January 30, 2006**  
**11:30 – 1:00 pm**  
**302 Catt Hall**

**Present:** Cynthia Garrety, Camille Sloan-Schroeder, Ellen Semran, Penny Rice, Janet Tait, Lisa Orgler, Carolyn Heising, Deb Larkin, Ingrid Lilligren, Vicky Thorland-Oster, Pat Dobelis, Pat Miller, Eileen Thacker, Susan Carlson, Lauri Dusselier, Provost Ben Allen, Sheley Johnson

**I. Welcome/Announcements**

**II. Subcommittee Reports**

**College Review/Oversight Committee Report** – The college that was next to be reviewed was the College of Vet Med. There was a recommendation that another college be reviewed at this time. The College of Vet Med is dealing with quite a few issues right now, and this may not be the best time for the college to be reviewed.

The subcommittee will meet to decide which college to review, then develop a plan that can be put together to establish the committee that will conduct the review of the selected college for review. It was discussed to possibly review either the College of Business or the College of Design.

**Workplace Climate Committee Report** – The mobbing that is taking place on campus in an on going issue and is not moving along. It was discussed as to how this issue can be pushed and brought to light to bring more awareness. It appears that there is no training being set up at this time, and it is unclear who is supposed to be getting this training. If there is a plan that has been set up, is it UCW's responsibility to see that it is pushed through?

There is a 'violence-free workplace policy' that covers all state employees, and that this policy should be brought to life and set in the right direction. The campus climate implementation plan does mention this in the plan.

**V. Meeting with Provost Allen**

Lauri Dusselier welcomed Provost Allen to the meeting. Lauri took the opportunity to highlight the positive accomplishments that have been happening at Iowa State:

- Wendy Wintersteen - College of Agriculture Dean
- Part-Time Tenure approved by Faculty Senate
- Implementing Campus Climate Recommendations
- Advance Grant – looks very positive
- Year 2 of the Administrative Program
- Mobbing Paragraph in the AFSME Contract

Provost Allen commented that he agreed with all those accomplishments and commented on more:

- Charlotte Bronson promoted to Associate Vice Provost for Research, the downside is that she left the department chair position.
- Number of Deans – The number did not change, but the percentage did, with less colleges.
- SLOAN Foundation – Offering flexible careers for faculty

- Women's Leadership Summit – The second summit is April 28, 2006
- 42% of faculty hired were women, 28% of tenured track faculty are women – this is about the same as the University of Iowa, and the University of Northern Iowa has a higher percentage.

Response/questions from the group:

1. What is the plan to change/improve the numbers of women faculty hired and women tenured track faculty?

There is a need for more women candidates in searches. The search committees need to be sure to evaluate and include women as candidates in the searches. The Provost office has documents on how to maximize the number of women in the pools, which needs to be distributed. The college dean's review is also a place to concentrate on to bring more accountability. The dean's reviews are done every 5 years. With the timing of all of the colleges, there is not a dean up for review this year. The dean's reviews provide an opportunity for professional development to the dean and their college, and also seeks to see where/if a change is necessary.

2. With the Administrative Internship program, what is the progression upon completion?

Currently there is not a program in place for their progression upon completion of the program. We do know who they are and we do track them. We have had two great interns that have provided great leadership skills. Question: With no program in place, do we run the risk of losing very good candidates/people as they gain leadership skills and move on in their career to other places? Progression planning for the interns does need to be looked into in the future.

3. The 'Mobbing' issue on campus was mentioned to Provost Allen and the lack of training that is being done university wide. Question was asked: What is the most effective way to have awareness known to the community of supervisors on campus?

Provost Allen agreed that this training needs to be done. Dollars need to be put forth to properly train the proper supervisor positions about the mobbing issue and holding supervisors accountable.

Thank you Provost Allen for sharing your concerns and answering UCW's concerns.

## **V. Next Meeting**

Please add the following date to your calendar for the next UCW meeting:

Monday, February 27  
11:30 – 1:00 pm  
Curtiss Hall, Room 142

Minutes submitted by: Sheley Johnson