

University Committee on Women

December 11, 2006

Minutes

Present: Eileen Thacker (chair), Claire Andreasen, Jennifer Blackhurst, Lauri Dusselier, Chris Fowler, Carolyn Heising, Deborah Larkin, Lisa Orgler, Penny Rice, and Vicky Thorland-Oster.

Eileen Thacker convened the meeting at 11:30 am in 3164 Gerdin Building. Minutes of the November 13, 2006 meeting were approved as written and will be posted on the committee website.

Announcements

- Heising announced the proposed university budget model and a list of criticisms will be discussed at an upcoming open meeting of the Faculty Senate. A vote in January will follow, and a senate resolution will be sent to the Budget Model Review and Implementation Committee.
- The Advance Program invites UCW members to its Open House on Wed, Dec 12, 3-5 pm in 118 Office and Lab. See the program's new website at www.advance.iastate.edu.

Subcommittee reports

- *Budget Model.* Rice reported several new documents are on the university budget model development website at <http://www.iastate.edu/~budgetmodel/>. There are many changes including a name change from "budget model" to "resource management model (RMM)." The most recent report issued on October 31, 2006 is found at <http://www.iastate.edu/~budgetmodel/RMM/1006rpt.shtml> and the Fourth Report, issued last July, is at <http://www.iastate.edu/~budgetmodel/reports/070606.shtml>. A concern for women is deletion of "common good services" in the most recent report. Rice asked members to share any new information they might hear about the model and send comments, updates, and/or information to her at pennyr@iastate.edu or 294-4154.
- *Childcare/Family.* Sherrie Wolfe was unable to attend but sent an email update to say the subcommittee will begin working with Julia Graden and the Family Resource Center to install more changing stations on campus. Also, they have contacted Tara Clapp, chair of the Graduate Council's Wellness Committee, to assist in support of the family leave policy.

In discussion, members stressed the need for a family leave policy for graduate students who are in a vulnerable situation and dependent on decisions of their major professor. Other universities have policies in place which gives Iowa State a disadvantage in recruiting since students could lose their stipend and tuition status.

- *College Review & Oversight.* Susan Carlson will step down as Interim Provost in January, and Thacker and Constant will wait until then to contact her and discuss the college review.
- *Governance & Archives.* Orgler reported her subcommittee met twice to understand existing governance documents and began to pull them together to distribute to all members. In addition to minor editing changes, plans are to add new sections about chair positions and duties, annual schedule, budget, college review process, archival process, and how to use the archives. The additions will be discussed at a later meeting and a vote taken. The ongoing goal is to inform new members about UCW governance each year at the fall retreat and then make any needed changes for the year.
- *Searches.* The outcome of the search for Director of Women's Studies will be announced to the public soon. Concerns remain that the search was restricted to tenured faculty only in the College of Liberal Arts & Sciences. Searches are currently underway for the Director and

Assistant Director of the Honors Program. A search for any position which impacts women's well being is of interest to UCW.

- *Women in Athletics*. Dusselier remarked on the positive meeting with Jamie Pollard in November and that he was willing to meet with members every year.
- *Workplace Climate*. No report.

Next meeting with Provost Hoffman

The next meeting is January 8, 2007 in 331 Palmer Building, and the new provost Betsy Hoffman will be the guest. Topics for discussion need to be given to Provost Hoffman in advance, and members are asked to send questions by January 1, 2007 to Ruth Birch at rbirch@iastate.edu.

Topics suggested during the meeting included:

1. Resource management model (budget model) and in particular funding for improvements to campus climate.
2. Hoffman's experience with change initiatives and advice for "looking out" for women and minorities in a "market driven university."
3. Strategies for recruiting women in light of the part time tenure policy and how women can effectively compete.

Other notes of interest

- After deciding to change course, the YWCA withdrew its request to become a GSB student funded office, and UCW did not send a letter of support.
- In a decision to make bio-renewables a priority, Cargill withdrew \$100,000 funding for women and minority programs at Iowa State. Efforts are being made to clarify reasons for the decision.
- Thacker and Andreasen will submit comments from UCW to the April 2006 response from President Geoffroy to the Campus Climate Implementation Plan.
- Iowa State received a \$25,000 grant from the Sloan Foundation for a creative database and tracking system showing benefits from flexible career policies.
- Thacker will contact college deans about lactation facilities on campus and the need to identify suitable locations. Further information is at <http://www.dso.iastate.edu/wc/support/lactation-locations.html>

The meeting adjourned at 12:55 pm.

Ruth Birch
Secretary