

University Committee on Women

November 12, 2007

Minutes

Present: Lisa Orgler (chair), Amy Andreotti, Susan Carlson, Lauri Dusselier, Carol Faulhaber, Chris Fowler, Lynn Franco, Sally Houser, Catherine Kling, Rita Marinko, Susan Masters, Lynn Paxson, Laura Rhoton, Judy Strand, Janet Tait, and Eileen Thacker.

Lisa Orgler convened the meeting at 11:35 am in the Krieger Board Room, Gerdin Building. She welcomed Susan Masters and Betty Toot as new members to replace Denise Harklau and Sara Stevenson who were unable to continue serving.

The minutes of the October 8, 2007 meeting were approved as written.

Announcements

- Remember the early college deadline dates for award nominations
- A new leadership program is being developed in the Office of the Provost for start up across campus next year.
- Joann Moody will be on campus Nov 29-30 to meet with department chairs, search committee chairs, and mentors to provide training on diversity and implicit and unintended bias. UCW members should research who is attending from their unit.
- Solar Decathlon is a campus student organization designing and building a solar home to compete in the 2009 Solar Decathlon in Washington, DC. Students from many fields can participate and should contact Lynn Paxson for information.
- Upcoming events:
 - Nov 13 YWCA Women of Achievement hors d'oeuvres and cash bar event, 5:30-7 pm at Octagon
 - Nov 14 Martin Luther King, Jr. Advancing One Community Award nomination deadline
 - Nov 14 ISU ADVANCE Brown Bag Lunch, "Making a Career in STEM: Three Women's Stories, 12 noon-1 pm in 240 Bessey
 - Dec 7-8 The Eight: Reindeer Monologues, sponsored by Women's Center, 7 pm at M-Shop, MU 2008
 - April 25 Women's Leadership Summit; contact Susan Carlson to join planning committee
 - Nov 6-7 Way-Up Conference in Coralville; contact Susan Carlson to represent ISU in planning

Current Searches

- Manager, Employee/Labor Relations Kristi Darr accepted position.
- Assistant Director, Equal Opportunity and Diversity Nominations closed and phone reference interviews underway.
- Associate Vice President & Director, Continuing and Distance Education Search failed.

Diversity and Women's Grants

The Provost recently announced increased funding for Diversity Grants and continued funding for Women's Enrichment Fund Mini-Grants. Susan Carlson distributed materials for the spring 2008 application process which can be found online at <http://www.provost.iastate.edu/fad/diversity.html>. The application form can be used to apply for either grant and both have the same timeline. Because of this year's unusual spring deadline, two applications for Women's grants were approved early. The Women's Leadership Summit was awarded \$5,000 and the ISU Impact Calendar project \$2,000.

December 10 Meeting

Mark Kushner, Dean of the College of Engineering, will be a guest at the next meeting to discuss the 2005 UCW Report on Women Faculty in Engineering at ISU. Suggested topics for discussion were the effect of UCW recommendations, how they were received by faculty and other groups, if any recommendations were followed, resulting changes, suggestions for UCW's next college review, and any connections or disconnects. Discussion topics will be sent to the Dean in advance.

Subcommittee Updates

- Athletics Dusselier reported a lawsuit filed last year against ISU by a former softball coach was still active and university administration continues to request information about the role UCW might have played. Following committee discussion, Carlson suggested UCW advise on policy changes needed rather than being concerned with individual complaints. Thacker pointed out the governance document does not address the issue. Paxson suggested adding more informational links and referrals to the UCW website. Andreotti stressed the importance of keeping emails and records of phone conversations.
- Awards and Recognitions Strand encouraged members to participate in nominations.
- Business College Review The data has been collected, and the goal is to pull all together by the end of December.
- Resource Management Model Specific recommendations under review are posted online at <http://www.iastate.edu/~budget/rec0707.shtml>. To be able to advocate for women and diversity, UCW members should research which advisory committee represents them and know the committee membership. For more information about the implementation of RMM, attend a brown bag forum scheduled monthly (next on Nov 14 at noon in Memorial Union).
- Website Kling reported Lora Leigh Chrystal has a draft of a new site which will be reviewed during November. A photo of the Fall Reception or of the UCW group is requested.

The meeting adjourned at 12:25 with the remaining 35 minutes available for subcommittee discussion groups.

Ruth Birch
Secretary