

University Committee on Women

March 5, 2007

Minutes

Present: Lisa Orgler (vice chair), Susan Carlson, Kristen Constant, Lauri Dusselier, Carmen Flagge, Chris Fowler, Carolyn Heising, Deb Larkin, Ingrid Lilligren, Lynn Lundy-Evans, Janet Tait, Sherrie Wolfe, and Tanya Zanish-Belcher.

Lisa Orgler convened the meeting at 11:35 am in 302 Catt Hall. Minutes of the February 12, 2007 meeting were approved as written.

Announcements

- For a lunch reservation for April 23 Reiman Gardens wrap-up meeting, email Ruth by March 30.
- Public memorial service for former UCW member Paula Gmelch will be March 9 in San Francisco.
- Legal Services is gathering records and notes related to a Title IX lawsuit filed against Iowa State.
- Heising will travel to Qatar University on the Arabian peninsular in March to give a public lecture on women and engineering.
- A multi-cultural camp for 3-5 graders (Camp MABT) will run from 9-3 each day during spring break. See Sherrie Wolfe for details.
- Constant encouraged members to provide feedback on progress of Iowa State's strategic plan by completing the Provost's University Life Survey.
- Upcoming events:
 - March 20 Panel discussion on women in war, 7 pm in 305 Carver
 - March 27 Public lecture by Lia Bagrationi, ceramic artist from Republic of Georgia, 7:30 pm in Kocimski Auditorium.
 - April 27 Iowa Women's Leadership Summit, 9:30 am – 4 pm in Scheman Center

April 9 meeting with President and Provost

Questions suggested for the President at the next meeting were:

1. What is the plan for (re)allocation of funds for diversity programs? plan for fund raising?
2. Please tell us about the function of the proposed Diversity Committee and its initial goals.
3. In terms of campus climate, what is the administration's short, mid and long-term goals?
4. Some see an inherent conflict of interest between human resources and equal opportunity, but during the past 10 years HR and EO have been administrated jointly at Iowa State. Do you foresee any changes in the future?
5. Who has the responsibility of funding and locating lactation stations on campus? How can UCW help in this effort?

Orgler asked for additional questions by March 30.

Governance Document (March 2007) Approved

The revised UCW Governance Document had been distributed to members electronically prior to the meeting. Constant moved and Zanish-Belcher seconded that the UCW Governance Document (March 2007) be approved. Members voted and unanimously approved the document.

Workplace Climate Subcommittee

Ingrid Lilligren presented a memo dated March 5, 2007 to UCW from the subcommittee making recommendations on issues of concern regarding workplace climate. The memo reviewed areas of progress, identified challenges and made seven recommendations for specific actions. Meeting discussion focused on the importance of raising awareness, the disconnect between employee levels, and an inherent conflict of interested between human resources and equal opportunity development. Minor revisions will be made to the memo, and it will be distributed electronically to the membership.

College Review Subcommittee

Kristen Constant presented a document outlining procedural guidelines for a UCW review of the status of women in a college. In planning a review of the College of Business, the subcommittee looked at past review reports for the colleges of agriculture and engineering and found them to be very different. They felt reviews need to be more uniform to determine if a college is making progress, and decided to formalize the process by writing guidelines to share with a college stating the role of the review committee and the motivation for the review.

Wolfe moved and Constant seconded that the UCW Procedural Guidelines for Review of the Status of Women in Colleges (March 5, 2007) be added to the UCW Governance Document (March 2007). Members voted and unanimously approved the addition to the Governance Document.

Membership of the subcommittee for the review of the business college is being finalized.

Childcare and Family Subcommittee

Sherrie Wolfe reported on work in three areas:

- helping assess the availability of changing stations across campus
- supporting recommendations for graduate student leave policies
- monitoring and evaluation of lactation stations on campus

An assessment of changing stations with Julia Graden of University Childcare will begin in April. The subcommittee assisted the Wellness Subcommittee of the Graduate Student Council in a peer review of leave policies for graduate students and will write a letter of support to university administration when requested. Responsibility for monitoring lactation stations recently transferred from the Women's Center to the subcommittee, and all lactation stations on campus have been evaluated. The subcommittee has specific recommendations for facilities on the north side of campus, the General Services Building, Pearson Hall, and Veterinary Medicine Building. There is a need to identify who on campus is responsible and to formalize a process for planning and funding.

The meeting adjourned at 1 pm.

Ruth Birch
Secretary