

## University Committee on Women

April 9, 2007

### Minutes

**Present:** Eileen Thacker (chair), Claire Andreasen, Jennifer Blackhurst, Susan Carlson, Kristen Constant, Lauri Dusselier, Chris Fowler, Carolyn Heising, Catherine Kling, Deb Larkin, Ingrid Lilligren, Rita Marinko, Lisa Orgler, Penni Rice, Camille Sloan Schroeder, and Janet Tait

**Guests:** President Gregory Geoffroy and Provost Elizabeth Hoffman

Eileen Thacker convened the meeting at 11:30 am in 1750 Beardshear Hall. Minutes of the March 5, 2007 meeting were approved as written.

### Announcements

- Dusselier and Carlson will coordinate UCW 2007-08 membership before the end of spring semester and members are invited to send prospective names and ideas to more fully involve student members. Constant suggested connections with an internship or honors mentorship.
- The next, and final, meeting of the year is a lunch at Reiman Gardens on April 23. The chair asked all subcommittee chairs to update their committee notebook and CD and turn them in at this meeting.
- The chair explained the decision to delete a question for the President related to a recommendation of the Workplace Climate Subcommittee about separate offices for human resources and equal opportunity and diversity. Before approaching the President, the Workplace Climate Subcommittee and the Executive Subcommittee will first meet with the Associate Vice President for Human Resource Services and Director of Equal Opportunity and Diversity to discuss the concerns.
- Upcoming events:
  - April 12 Take Back the Night Rally, 6:30 pm, Memorial Union Terrace
  - April 27 Iowa Women's Leadership Summit, 9:30 am – 4 pm in Scheman Center

### Discussion with President Geoffroy and Provost Hoffman

The March 2007 Workplace Climate Subcommittee recommendations, Childcare and Family Subcommittee report, and the following suggested questions for discussion had been given to the President and Provost in advance:

1. Nearly 3 years ago the university invested time and resources to conduct a major campus climate survey. There were numerous recommendations made from the Campus Climate Implementation Team that would begin to address the issues. There has been some progress made – but in many areas there has been little or no progress. What leadership role can the President and Provost take to address this issue? In the new diversity committee structure, who is taking leadership in tracking the implementation and effectiveness of the changes recommended by the study? What type of reporting to the broader ISU community will there be – so that individuals don't see this as yet another study that was done – but nothing happened? Is there a plan for a follow-up survey at a specified time, to see if we are making any impacts?
2. The campus climate implementation committee's recommendations were very specific to use an inclusive view of diversity – including gender and other categories of individuals. In the "President's response" dated April 11, 2006, many of the categories were narrowed to ethnic minority. UCW wants to re-emphasize that diversity in the campus climate survey was inclusive of gender, sexual orientation, etc. How do we best insure that whatever group is responsible for tracking and implementation (questions above) is sensitive to the inclusion of women?
3. What role do the President and Provost see for UCW related to the implementation of changes suggested by the campus climate report?
4. What is the plan for (re)allocation of funds for diversity programs? What will be the priority for diversity in the upcoming Capital Campaign?

5. There is an increasing need for lactation stations on campus. There is currently no dedicated funding for these stations and their creation and maintenance is currently overseen by UCW, which lacks funding or administrative power to create or change them. Currently, UCW acts only in an advisory capacity. Could the model that was followed to implement placement of sanitary products by Facilities Planning & Management under the advisement of UCW be used to ensure adequate number and quality of lactation stations on campus?
6. In the move to the new budget model, how will we ensure that diversity remains a priority at the college and departmental levels?

The President thanked UCW for inviting him to meet and commended the committee for their continued and significant work in women's affairs and gave encouragement to continue.

He shared that currently the two most significant considerations at the university are the new budget model and the appropriations from the state legislature for next year. He advised that the budget model will bring big changes and unknown impacts, and it will be important to seize the opportunities it creates. State appropriations are looking good, but it will take time to fill the hole from prior years. Salary decisions will be made in the next month and issues such as equity and the competitive market will need careful consideration.

In addition, he noted three ongoing challenges faced by the university:

- to increase diversity of people (staff and students)
- to be truly welcoming and supportive of everyone (climate issues)
- to provide childcare facilities

He said a new structure has been created to replace the Diversity Committee which worked for 6 years under the leadership of Walt Gmelch and Carla Espinoza. Associate Provost Susan Carlson will chair the Advisory Committee for Diversity Program Planning & Coordination, and the three vice presidents of the university will serve as its Executive Committee to ensure implementation.

When asked about communications back to the university community, the President said the new committee will write a report, but that more will be expected. The Provost advised that the old committee will update the new committee about unfinished business, and that performance evaluations is one item of unfinished business. Geoffroy continued saying the need for a vastly improved performance evaluation process for P&S, including checks that the process is being used, should be in place by May 2008. Also, he has asked Vice President Madden to develop a timeline for an analysis of the P&S classification system across the university. UCW was advised to make sure gender issues and equity are included in the analysis and be sure a representative from UCW is on the developing committee. Provost Hoffman said she would ask Madden to contact UCW for a representative.

The Provost noted a competitive need for non-tenured P&S research faculty and a need for more funding for partner accommodation. She also said the institutional focus on excellence should include diversity and partner accommodation making diversity a "part of," not on the side. Diversity will be built into the new budget model as a piece in the priorities, objectives and goals. For the first time this year, each unit will write a diversity report.

In discussion of lactation stations on campus, Committee concerns included lack of signage and planning in new buildings. The President suggested the three vice presidents should be involved via the new Diversity Committee.

The meeting adjourned at 1 pm.

Ruth Birch  
Secretary