

University Committee on Women

September 10, 2007

Minutes

Present: Lisa Orgler (chair), Susan Carlson, Lora Leigh Chrystal, Kristen Constant, Lauri Dusselier, Carol Faulhaber, Carmen Flagge, Chris Fowler, Lynn Franco, Sally Houser, Deb Larkin, Ingrid Lilligren, Lynn Lundy-Evans, Rita Marinko, Laura Rhoton, Camille Sloan Schroeder, Judy Strand, Janet Tait, Eileen Thacker, Kris Vander Lugt, and Sherrie Wolfe.

Lisa Orgler convened the meeting at 11:35 am by asking members to share a brag point from the past year. Minutes of the April 23, 2007 and Aug 25, 2007 meetings were approved as written.

Announcements

- Lisa Orgler represents UCW on the Advisory Committee for Diversity Program Planning & Coordination which is reviewing FY07 Annual Diversity Progress Reports from college and vp units. The reports are posted on the provost's website at <http://www.provost.iastate.edu/fad/acdppc/>
- YWCA seeks nominations by Oct 4 for women of achievement (volunteer, student, professional, and business or organization)
- To help monitor tailgating behavior during the 6 hours prior to kick-off at home football games, contact Deb Larkin.
- Upcoming events:
 - Sept 10 University Fall Convocation and awards presentation, 3:15-5 pm in Sun Room, MU
 - Sept 17 Cathy Trower on campus to discuss COACHE survey administered at ISU, 9-10 am in Campanile Room, MU
 - Oct 10 Faculty Women's Network Luncheon, 11:30 am-1 pm in Campanile Room, MU
 - Nov 1-2 Way Up Conference, West Des Moines Marriott Hotel

Fall Reception on Sept 25

The chair reminded members of the fall reception from 3:30 to 5 pm at Reiman Gardens on Sept 25 and reviewed the agenda for the event. Members are encouraged to make guests comfortable at the event and will have nametags which distinguish them as UCW members.

Subcommittee Membership and Goals

The chair again invited all members to join any of the subcommittees initially formed at the last meeting. Each subcommittee has set a focused goal for the year, and the chair will ask each to give an update at all monthly meetings.

- Executive Committee: Lisa Orgler (UCW Chair-P&S), Ingrid Lilligren (UCW Vice Chair-faculty), Eileen Thacker (UCW Past Chair-faculty), Susan Carlson (Provost), and Deb Larkin (Supervisory/Confidential)
goal: to plan for and encourage an enthusiastic and effective UCW membership.
- Awards and Recognitions: Judy Strand (Chair), Carol Faulhaber, Lynn Franco, and Laura Rhoton
goal: to champion awards/recognitions for women on campus. This includes reviewing the number of women receiving awards, advocating recognition for awards received, and encouraging award nominations.
- Childcare/Family: Camille Sloan Schroeder (Chair), Deb Covey, Carmen Flagge, Pat Miller, and Sherrie Wolfe
goal: to continue to advocate on behalf of university employees and students in relation to life/work/school balance through our words and actions. This includes continued work on championing the lactation station project. This would include working with Penny Rice and her

graduate assistants to make sure current facilities are still being maintained and operational, as well as advocating for additional lactation stations in buildings in the north portion of campus.

- **College Review & Oversight (Business)**: Kristen Constant (Chair), Jen Blackhurst, Chris Fowler, Ingrid Lilligren, Kay Palan, and Kathy Wieland
goal: to finish the review report for the College of Business and to ensure the UCW procedural guidelines reflect the review process.
- **Resource Management Model**: Lisa Orgler (Chair), Dianne Bystrom, Susan Carlson, Lynn Lundy-Evans, Eileen Thacker, and Karen Zunkel
goal: to make gender considerations integral to those leading RMM efforts. We will do this by reviewing RMM reports and guidelines and offering appropriate feedback.
- **UCW Website**: Catherine Kling (Chair), Amy Andreotti, Lora Leigh Chrystal, and Kris Vander Lugt
goal: to update UCW website by reviewing content on page, reviewing content of peer institutions, and converting format to ISU template.
- **Women in Athletics**: Lauri Dusselier (Chair), Carla Espinoza, Denise Harklau, Rita Marinko, and Judy Strand
goal: to invite Jamie Pollard to a UCW meeting and specifically ask him to comment on salary increases for head and assistant coaches in the last 10 years and about the increasing number of male coaches in women's sports.
- **Workplace Climate**: Ingrid Lilligren (Chair), Chris Fowler, Denise Harklau, Sally Houser, Deb Larkin, Lynn Paxson, and Janet Tait
goal: to continue working on surveying the implementation of recommendations from the Rankin Report, meet with HR/EOD to keep open channels of communication, and monitor the number of people across campus who are taking the Discrimination and Harassment Training.

Current Searches

- Manager, Employee/Labor Relations UCW should compare new position description with old description to identify any changes.
- Assistant Director, Equal Opportunity and Diversity In process of being posted.
- Director, Academic Success Center Mary Jo Gonzales will begin on Oct 19.
- Assistant Director, Academic Success Center In process of being posted.
- Director, Multicultural Student Affairs In process of being posted.

The meeting adjourned at 12:30 giving subcommittees an opportunity for discussion during the remaining 30 minutes.

Ruth Birch
Secretary