

## University Committee on Women

February 11, 2008

### Minutes

**Present:** Lisa Orgler (chair), Marcia Anderson, Claire Andreasen, Lora Leigh Chrystal, Kristen Constant, Carmen Flagge, Chris Fowler, Sally Houser, Deb Larkin, Ingrid Lilligren, Lynn Lundy-Evans, Rita Marinko, Susan Masters, Lynn Paxson, Laura Rhoton, Judy Strand, Eileen Thacker, Ann Thompson, Betty Toot, and Sherrie Wolfe.

**Guests:** Bonnie Whalen, Budget Manager for Vice President of Student Affairs  
Francesca Galarraga, Assistant Director of Equal Opportunity and Diversity

Lisa Orgler convened the meeting at 11:35 am in 3512 Memorial Union. Minutes of the Jan 14, 2008 meeting were approved as written. Orgler introduced Francesca Galarraga, the new Assistant Director of Equal Opportunity and Diversity, who briefly explained her professional background and new role at Iowa State. She plans to work from a holistic perspective and focus primarily on diversity programming rather than compliance.

### Announcements

- Congratulations to past president Eileen Thacker on her new position beginning in March as a National Program Leader for Animal Health for the U.S. Department of Agriculture in Beltsville, Maryland. The chair thanked her for service to UCW and the university.
- Orgler reported a template for the annual diversity report has been completed by the Advisory Committee on Diversity Coordination and Program Planning.
- Free copies of the 2008 Women Impacting ISU calendar are available by contacting Chris Fowler at the Catt Center. A reception on Jan 18 honored the 12 women featured.
- Orgler reminded subcommittees of their oral and written reports due at the March 10 meeting.
- Upcoming events:
  - Feb 9-14 Small Pleasures Exhibition by Ingrid Lilligren, 3-5 pm, Feb 12 & 14, Blue Door Studio, 108 5<sup>th</sup> Street, Ames
  - Feb 13 Brown Bag Lunch discussion of Resource Management Model, 12-1 pm, Campanile Room, MU
  - Feb 16 Umoja, A Black History Experience for preschool-elementary aged children, 9:30-11:30, Ames Public Library
  - Feb 21 Soul Food Lunch served by ISU Dining, 10:30 am- 2 pm, \$5
  - Feb 25 Nomination deadline for Equity Scholarship & Awards, Margaret Sloss Women's Center
  - Feb 25 Nomination deadline for university awards
  - Mar 5 A Taste of Chocolate, YWCA Ames-ISU fundraiser, 7-8:30 pm, The Knoll
  - Mar 12 Brown Bag Lunch discussion of Resource Management Model, 12-1 pm, Campanile Room, MU
  - Mar 14 Nomination deadline for YWCA Ames-ISU scholarships
  - April 14 UCW members' spring luncheon, 11:30-1 pm, Reiman Gardens, RSVP to Ruth required

### Current Searches

- Director of Multicultural Student Affairs
- Assistant Director of the Academic Success Center

### College Review

Kristen Constant reported the 2008 Report on the Status of Women in the College of Business was finished and will be given to the Executive Vice President and Provost. It was agreed the report should be sent to all committee members as a "final draft" and the subsequent "final report" made available to the public. In addition to posting the final report on the UCW website,

members suggested placing a public notice in the *Iowa State Daily* and *Inside Iowa State*. Members also noted the importance of follow-up with the college.

The Executive Committee proposes the College of Veterinary Medicine be reviewed next, and Orgler called for volunteers for a subcommittee to begin the review in the summer of 2008. Constant offered to advise the new subcommittee and to update, as necessary, the UCW Procedural Guidelines for College Reviews adopted in March 2007.

### **2008-09 Membership**

Orgler announced the Executive Committee was reviewing UCW membership for the coming year and invited members to contact her with recommendations. A membership notice will be placed in *Inside Iowa State*.

### **President and Provost discussion with UCW**

All members are invited to meet with President Geoffroy and Executive Vice President and Provost Betsy Hoffman in the President's Conference Room, 1750 Beardshear Hall from 12 noon to 1 pm on Tues, Feb 26. Orgler asked members to email questions or topics for discussion.

### **Resource Management Model Discussion**

Bonnie Whalen joined the meeting and led a lively discussion about the university's transition to the Resource Management Model (RMM). The existing budget method and the new RMM will run concurrently in FY09 with a complete transition to the RMM planned for FY10. Whalen said the transition will not effect the total amount of funding available, but funds will be allocated differently.

She compared the current budget's allocation of funds from a big central pool with the upcoming change to a more transparent RMM when tuition dollars will go to colleges based on student credit hours and large units such as the Office of Student Affairs will receive funds based on individual formulas. Each college and unit will directly manage the funds with the option of carrying funds over to the next financial year. Each will establish their own budget for their support units, and each will be different.

Whalen said the change will provide flexibility and prospects for more collaborative work in the future. A growing area will receive more resources and not be tied to a fixed budget as in the past. Entrepreneurship will be encouraged. She didn't expect the budget changes to have any effect on salaries or positions but felt the President's priorities will bring the most change in this area.

She briefly reviewed how the President had formed a task force in 2005 to study alternative budget models, and the subsequent advice from consultants and 3 to 4 universities who had made the transition to RMM. However, the outcome of the transition at Iowa State is unknown, and although RMM will fix some problems, it is expected to create more. Describing the transition, Whalen quoted a consultant who compared it to "driving a car that you are currently building."

Members raised concerns about lack of gender representation in the implementation of RMM, gender being a specific aspect in the assessment of RMM, inaction of those monitoring RMM, the fate of part time positions, and discrimination against women's style. Whalen felt UCW had a role to play.

The meeting was adjourned at 1 pm.

Ruth Birch  
Secretary