

1997-1998 Annual Report to the Provost

The Iowa State University Committee on Women had a productive year for 1997-1998. Among its accomplishments were: creating a UCW brochure and webpage; hosting a welcome reception for new ISU women employees; sponsoring the Women in Touch series and other networking programs; supporting the creation of an LGBTA Committee; creating a Task Force on maternity/family leave issues; and supporting the planning for the Way Up Conference.

Brochure and Webpage

A UCW brochure was designed by Stephanie Chervinko, the UCW Webpage was designed by Tanya Zanish-Belcher, and maintained by Jill Osweiler, Special Collections Librarian. Both of these avenues have provided opportunities for members to educate the campus community about the work of UCW. An issue for next year is obtaining the administrative support in the Office of the Provost to maintain the Webpage.

Budget

Excepting Women in Touch, the UCW came in on budget this year. Expenditures were made for printing, program support and refreshments for events. Due to the prohibitive costs for printing, the Women in Touch series has been reconfigured for next year. Its budget has been separated from UCW's, and there will be more effort to register attendees via on-line and direct department mailings.

Gender Equity

The Gender Equity Subcommittee has worked on two projects this year, that will be ongoing through 1998-1999. The first is a joint venture with Human Resources: HR will fund a project by Kathy Hanisch to interview those who leave ISU to determine if there are gender differences. The second was based on statistics obtained through the University. UCW has pulled out the numbers tracing the number of women and minority faculty (probationary and tenured) for each department from 1980-1997. A brief report was given at the last meeting of the Women's Faculty Network, and a written report will be submitted in 1998-1999.

Maternity/Family Leave

An issue that appears to be of interest to numerous women is ISU's policy on maternity/family leave. UCW sponsored two open forums, where between 15-20 women attended to discuss short-term issues. Recommendations for short-term change were submitted to Human Resources and it was decided to create a Task Force to focus on long-term recommendations. There have been two subcommittees created, to look at current policies, and one to look at what is offered at other institutions and universities. This work will continue on into 1998-1999.

Networking

The Committee worked on networking this year - inviting ISU administrators new to ISU to UCW meetings. Each individual who visited told the Committee about themselves, and in turn, were told about the work of UCW. It is recommended that this practice be

continued. Those visiting were: John McCarroll (Director of University Relations); Tom Hill (Vice-President for Student Affairs); Dean Carol Meeks (College of Family and Consumer Sciences); Carole Custer (Director of University Marketing).

Programs

UCW sponsored several programs this year, beginning with an Opening Reception for New Employees. Thanks to financial support from the Provost's Office for refreshments, nearly 100 people met and visited at Reiman Gardens. The Isolation Task Force also sponsored several lunch meetings and one evening potluck during the year. UCW contributed financially to a photographic exhibit and lecture by Leslea Newman, that was sponsored by the LGBTA.

Searches

The UCW was active in several searches this year. The Committee was represented by Tanya Zanish-Belcher on search committees for the Interim Director and Director, Women's Center. Members also attended the presentations and specially scheduled meeting times with the candidates. UCW members attended Diversity Sessions for the following candidates: LAS Dean, Library Dean, Education Dean, and also met with the candidates for the Director of Women's Studies.

Sexual Harrassment Flyer

The Task Force on Safety created a new brochure to focus on what sexual harassment is and how it should be handled. The College of Engineering also sponsored a panel discussion on sexual harassment, and the UCW Chair participated.

Way Up

Last year UCW committed to the sponsoring of the Way Up Conference in the fall of 1998. After the 1997 meeting, the appointed chairs were informed that the seed monies for the conference had been used. Appointed co-chairs, Debra Amenson and Denise Vrchota and UCW members sponsored, with the financial aid of the Provost, a day-long "strategy session" which was to determine whether the conference should continue or not. The decision was that it should continue, a mission statement and goals were created, new subcommittees were created, and a long-term strategic planning subcommittee was created. The planning subcommittee will report at the Conference about the long-term viability and goals of Way Up.

Women's Faculty Network

The Network was extremely active this year, thanks to the hard work of Dianne Bystrom. Numerous programs were offered, including networking breakfasts, recognition of award winners, reports, and meetings with guest speakers. The attendance ran from 15-30 at each meeting.

Women in Touch

Women in Touch was extremely successful this year, with attendance at the two presentations numbering over 100 each. The majority of attendees were Merit staff. The speakers were Denise Vrchota and Jane Vallier, and both received positive evaluations.

Due to the high costs of printing (costs doubled), the Women in Touch registration will be conducted differently next year (See Budget). Women in Touch should be self-supporting with these changes.

Respectfully submitted,

Tanya Zanish-Belcher
Chair, University Committee on Women