

**UNIVERSITY COMMITTEE ON WOMEN
YEAR-END REPORT
2001-2002**

**SUBMITTED JUNE 2002
JACKIE LITT, Chair**

UCW had a very busy year during the 2001-2002 academic year. Many of our members contributed to the success of our efforts. A list of members can be found in Appendix A.

I have organized the report to highlight our key activities and accomplishments.

I. Revision of UCW Governance Document

The membership of UCW undertook a careful consideration of current UCW policies and practices regarding membership, governance, and mission. For the full governance statement refer to appendix B. I have identified the key changes below:

a. Mission Statement:

Revision of 1971 mission statement to emphasize current practices of UCW. The new mission statement reads as follows: "The University Committee on Women works to promote a university climate that fosters the full participation of women faculty, staff, and students. The committee concerns itself with policies and practices that may cause particular difficulties for women as employees and students."

b. Committee Structure:

1. Sustaining Members.

Creation of "sustaining members" committee. Representatives from programs and units that directly serve the needs and interests of women compose a new "sustaining members" committee. Their role is to provide advice and participate in fulfilling the mission of UCW. The Provost endorses the following program representation: The Carrie Chapman Catt Center for Women and Politics, Women's Studies, Women's Center, YWCA, Office of Equal Opportunity and Diversity, Program for Women in Science and Engineering (PWSE), University Childcare Committee, Intercollegiate Athletics, Student Health, Archives of Women in Science and Engineering, Lectures Program and the Faculty Senate Committee on Women and Minorities.

These representatives will form an Advisory Committee which meets at least once a semester to consult on issues raised by the UCW, bring to the attention of UCW current and ongoing concerns that warrant its attention, and coordinate and collaborate on programs serving women on campus. The Advisory Committee will name 3 of its members to regularly attend UCW meetings. The sustaining members will be eligible for chair or vice-chair of UCW if they resign from the sustaining member role and a new representative is appointed. Committee members for 2001-2002 were: Jill Bystydzienski, Judy Dolphin, Carla Espinoza, Elaine Hieber, Mary Ann Evans, Pat Miller, Connie Post, Penny Rice, Tanya Zanish-Belcher, Lauri Dusselier, and Julie Hagen.

2. Executive Committee

Established UCW executive committee (EC) to advise the Chair when necessary. The Executive Committee should report all actions to the full UCW at the next scheduled meeting. Membership is comprised of Chair, Vice-Chair, Out-going Chair, and four others, one from each category; faculty, P & S, Merit, and Graduate student.

c. Membership Statement.

Revision of rules for identifying and selecting members of UCW. Particular attention is paid in the new document to ensuring collaboration between the Provost's office and UCW membership sub-committee in the committee selection process.

II. Support for UCW Chair

The Chair received a professional development stipend of \$500. In addition, the Provost's office paid for 20 hours per month of secretarial support. Marcia Purdy served as the secretary for the year.

III. Task-force on Data Analysis

Established a task-force to identify strategies that would aid UCW and the University in monitoring the status of women on campus. The committee arrived at three general goals for its work:

1. Review the current reporting on the status on women at Iowa State University and suggest ways that the reporting could be expanded or improved. Make recommendations for additions to the annual data collection and reports.

2. Develop or recommend studies or surveys as determined by specific issues identified through the annual reporting process.

3. Provide support for formal studies conducted by UCW.

A final report is in preparation.

Task Force members include Margie Tabor, Coordinator (Facilities Planning and Management), Jackie Litt, UCW Chair, Susan Carlson (Associate Provost), Carla Espinoza (Office of Equal Opportunity and Diversity), Fred Lorenz (Sociology and Statistics), Elena Polouchkina (International Agriculture Programs), Yong Wang (Sociology), and Lynn Zwagerman (Institutional Research).

IV. Budget talks and decisions

Because Iowa State faces a tremendous budget crisis much of UCW's work involved the monitoring of key budget decisions contemplated by the central administration. We identified a number of key issues and communicated our concerns through letters to and meetings with Provost Richmond as well as memos to President Geoffroy.

A. We expressed concern that renovation of the North Pammel Child Care Facility was slated for delay. As of May 2002 the renovation was reinstated.

B. We expressed objection to the possible use of furloughs as a budget saving method on the grounds that this would disproportionately impact lower paid employees.

C. Through meetings with Provost Richmond as well as Dean Rabideau (LAS) we recommended that the following programs and units be protected from budget cuts:

The Carrie Chapman Catt Center for Women and Politics, The Margaret Sloss Women's Center, Women's Studies Program, Program for Women in Science and Engineering, Latino Studies, African American Studies, and American Indian Studies.

V. Arrival of Children and Family Leave Policies

With a coalition of representatives from the Faculty Senate Committee on Women and Minorities, P & S Council, and UCW we worked closely with the Provost on revising the proposed arrival of children/family leave policy.

VI. Women's Leadership Consortium

With a coalition of representatives from units and programs representing women's interests on campus we initiated a proposal to the Provost for the establishment of a "Women's Leadership Consortium" (WLC). The Consortium would bring together the activities of women's programs and units housed in the Provost's area as well as in other areas around the campus. The consortium would have a number of functions including serving as a resource to the President and Provost, supporting the recruitment and retention of women of color, and increase visibility and coordination of women's advocacy programs.

The proposal includes a recommendation to establish a part-time Associate Provost to coordinate the group and serve as an administrative spokesperson for women on campus.

The proposal elaborates the different functions of UCW and WLC. See appendix for the full proposal.

VII. Status of Women in the College of Engineering

One goal of UCW is to monitor the status of women in particular colleges. In May of 2000 UCW presented a report on the status of women in the college of engineering to Provost Richmond. Following discussion with the Provost and the Associate Provost the Chair and Vice-Chair of UCW recommended a study of the status of women in the college of Engineering. The committee is composed of Jackie Litt (Coordinator), Chuck Glatz (Chemical Engineering), Judy Vance (Mechanical Engineering), Carolyn Heising (Industrial Engineering), Sharon Bird (Sociology), and Shirley Dunlap (Theater). The committee has surveyed and interviewed a number of junior faculty, collected data on women's representation in the college, and is currently beginning a survey of senior women faculty. The report should be completed in October of 2002.

VI. Web-page

With the donated time of Laura Bestler-Wilcox we were able to maintain the the UCW web-page.

See the page at <http://www.public.iastate.edu/~ucw/>

Recommendations:

As outgoing chair I thought it would be helpful to offer some recommendations for the future administration of UCW:

1. Continue secretarial support.
2. Expand web-presence of UCW, including some allocation of resources for maintaining the web-site.
3. Maintain stipend to chair and/or develop alternative way to address the heavy time commitment that is involved in coordinating the committee. Possibilities include course reductions for faculty, increase of professional development stipend, and/or increase in secretarial/administrative support for the Chair.
4. Maintain monthly meetings of the Chair and Vice-Chair of UCW with the Provost and Associate Provost.