

Commission Meeting- August 22, 2014

- I. Welcome from Provost
 - a. Brief history of commission, touched on various issues and women's issues that the commission has attempted to cover
 - b. Part of what we need to do is be aware of the issues we need, and bring them to the Provost's attention
 - c. Another issue: gender reassignment- not a consistent method for how that decision is handled.
 - d. We need information, and the commission can serve as that conduit for information.
 - e. Definitely want to hear from you, want to know what we can do, etc.
- II. Dr. Danielle Wood
 - a. Update on salary equity issues.
 - b. Lots of research/information done on position, college, department
 - c. Pulled the information from across campus (not agri), and their salary info is pulled by division, by college, by vice-chancellor
 - d. Also visited with some of the administrative areas- nobody is exempt, as well as facilities management
 - e. Decided with the Provost to not go too in-depth with the other academic units, to wait until some of the new people/issues are settled. That part has been postponed till mid-September
 - f. Also examined protected class information (gives us some guidance on what we should look at).
 - g. Two factors the team is really concerned about are race and gender
 - h. Also pulls out their academic information as housed in the system
 - i. Looks at how/when people came in, and if there is any disparity. Regulation says that any difference is too much difference. However, some differences can be justifiable.
 - i. If the difference is too big or she disagrees, she will elevate it and bring it to the attention of the supervisor.
 - j. Why is she not using a predetermined program to do this?
 - i. Because it's so new, because our data has some holes.
 - ii. Working titles might not always coincide with state titles, so we have to even that out as well.
 - iii. Class comp is also identifying what the original reasoning behind the title is
 - iv. We should perhaps take into account start up packages and salaries, since that
 - v. She now examines people as they come in, and the minimum they offer, and asks questions about the discrepancies.
 1. But varying departments have different policies that allow negotiation.
 - k. Looking at classified employees as well
 - i. As salaries have changed over the years, there may be some issues with adjustment
 - ii. Lots of times, classified workers that have capped (an in exempt positions for overtime, etc.) are doing unclassified work.
 1. Bring Carol Jones in to talk about classified staff
 - l. Lab space and equipment- is that an issue for start-up packages here too?

- i. Dr. Rankin would be the person to talk to about this.
 - ii. But lab space vs. money- is that a fair trade-off?
 - iii. Sometimes the amount of students you bring in determines the success of the professor
 - m. Perhaps as time goes on, the commission can examine all of the details outside of pay that go into start-up packages, etc. and see where any discrepancies might be.
 - i. Lots of people have find loopholes for when they can offer start up packages
 - n. Be sure to talk to your department heads and deans of development, because this is a quiet portion of the campaign. Campus as a whole is much savvier this time around, so know what you want to ask for, and why. We have moved into needing to rely on private support as well.
- III. Updates on locations for nursing mothers
- IV. Talking to systems office about partner benefits
 - i. The Fayetteville marriage license issue as provided some setbacks with people as well.
- V. Sub-Committee- speed-mentoring updates
 - a. Right now- 19 mentors, only 6 are faculty members
 - i. Ideally, like to see half faculty/half staff
 - ii. No students yet
 - b. Need to make sure we get our mentors in line before we open up to student invitations
 - c. Seek faculty from faculty sponsors for RSOs
 - d. Also seek people from the graduate school to have a good graduate school turnout.
 - e. Outline of how the event will work- everyone will get to meet about 10 people
 - i. After that? Totally up to you
 - f. This is more about a connection. 3 minutes is not a long time, but enough to get people's names out there
 - g. If this goes well, we would like to be more specific later on (staff to faculty and staff).
- VI. April Meeting
 - a. Friday connections- taking place in the Fulbright Dining Hall, hopefully specifically asking faculty to attend to promote student attendance.
 - b. Safety event- perhaps Kathryn will be teaching a University Perspectives class-
Update: Met with Dr. Dibrezzo and will provide information to the classes as we cant possibly teach 144 sections.
- VII. Childcare updates- Janine
 - a. There are some universities that offer great/creative child care programs
 - i. Arizona University- offer an ad-hoc emergency nanny service
 - ii. There is a whole range of possibilities. If that's something we want to pursue, we can look at existing programs and try to find a way to make it happen.
- VIII. What sorts of priorities can we have?
 - a. Negotiation- bring in a speaker to inform students
 - i. Who could come in as a speaker?
 1. If nothing else, we could check out who is teaching at U of Michigan
 2. Carol Jones, perhaps?
 3. Walter Matthews- talks about arbitration, mediation, etc.

- ii. Is there a person we can bring in, see how much it would cost, then ask the chancellor?
 - 1. Found Jennifer Dunn at Michigan- might be a good person to talk to as well.
 - iii. Might be a better option than just going with someone local. Plus the Michigan person has experience in higher ed.
 - iv. Maybe we will need a panel discussion for academia as well as for industry
 - v. Perhaps also include a skill/training session.
 - vi. Need to factor into account the inspirational component
 - 1. Who are we targeting this to?
 - a. Everyone- this is something you live your life with!
 - b. However, there are different skills for graduates and undergraduates, as well as non-tenured and tenured
 - c. We do need to target different sets of skills for these different groups
 - vii. Could we do this as more of a workshop?
 - 1. Let's ask the Michigan lady what our options might be
 - viii. Also to keep in mind during the campaign, there may be some other resources available.
- b. Sexual assault/sexual violence- any thoughts on that?
- i. Touching on the new survey all students have to do
 - ii. Student Affairs is staying abreast of the concern
 - iii. Orientation is no longer allowed to talk about alcohol or sexual abuse
 - iv. Maybe have a training for faculty and staff on how to handle it when someone comes to you.
 - 1. Maybe we should just find a faculty speaker from training, someone from the dorms, etc. to come in and talk about what exists, then we can decide if this is an issue.
 - v. Perhaps a quick fix would be updating the website that shows the unknown resources, including talking about sexual assault resources.
 - 1. Maybe an anonymous story, where the victim can show the resources and how they made the difference
- c. Physical surroundings of the campus- is there some way that the commission could stay posted and aware of these issues?
- i. Safety issues: ie the creek behind the soccer field
 - ii. Tricky issue because we do not want to discriminate against the homeless, but we need to keep our students safe as well.
 - iii. We also need to be careful of who we come to in recognition of this issue, to make sure it is handled appropriately.
 - iv. It is all of our duty to say something, but we need to know how to go about doing it, who the right resources are
 - v. Also keeping up with/staying on board with lighting as well (might hold off on lighting and applications).

IX. Signature events

- a. Mentor won't really be our fall signature event, but the negotiation portion might be
- b. Focusing our energies and resources on one big thing seems to work the best for us
- c. Negotiation needs to be targeted to everyone

**Commission on Women
Officer/Member List
Effective July 2014
Meeting on August 22, 2014**

Committee Members:			
Name	Representation	Term Ends	Attendance
Cicely Shannon	Undergraduate Student	2015	√
Lacey Roberts	Undergraduate Student	2015	√
Trish Watkins	Staff Senate	Ex-Officio	√
Kathy Van Laningham	Office of the Provost	Ex-Officio	
Judy Schwab	Office of the Chancellor	Ex-Officio	√
Kathryn Huddler (Chair)	Non-Classified Staff	2015	√
Chris Pohl	Non-Classified Staff	2015	√
Elizabeth Woods	Non-Classified Staff	2017	√
Katherine Wilson (Secretary)	Graduate Student	2015	√
Janine Parry	Faculty Senate	Ex-Officio	√
Nina Gupta	Faculty	2016	√
Pearl Karen Dowe	Faculty	2017	√
Lynda Coon (Vice Chair)	Faculty	2016	√
Angela Davis	Classified Staff	2016	√
Melynda Hary	Classified Staff	2017	√
Sandy Thomas	Classified Staff	2016	√
	Associated Student Government	Ex-Officio	