

Meeting Notes: September 20, 2013 Commission on Women

- Introduction of New Members
- Opening Remarks by Provost Gaber- thanked each new member, briefly cited accomplishments of the committee as well as future plans for the organization, strongly encouraged questions and suggestions.
- Brief History of the Commission- Kathy Van Laningham and Aisha Kenner
- Election of the new secretary- Katie Wilson (me!)
- Barbara Abercrombie- update on short-term disability insurance:
 - It has passed! The policy is officially in effect!
 - There have already been four claims made using the new bill
 - Brief highlights of the policy: 60% of salary, 14 days waiting period, Sick or vacation time does not have to be used.
 - Covers up to 12 weeks of leave
 - Information is available to be picked up during November open enrollment, and counseling will be offered so individuals can determine if this is the best course of action for them.
 - One large downside: Division of Agriculture has made the decision not to participate right now
 - Areas considered Fayetteville WILL participate, other areas won't
 - Plans in place to continue to persuade participation
 - Bumpers College is supportive.
- Fall Event And Speaker
 - Ann Bordelon, senior V.P. for WalMart Asia, November 14th at noon.
 - Her topic will focus on leadership roles for women
 - Estimate: 100-150 people, to be hosted in Reynolds Center Seminar Room A
 - UAPD will sponsor the room
 - Set up will be round tables and boxed lunches, though beverages have not been determined. Judy Schwab is checking on funding options.
 - Some suggested improvement to the flyer were made to better reflect the focus and theme.
- Fall Safety Event
 - Brief recap on the success of the Spring Safety Event, as well as areas for improvement
 - Hopes/plans to do another that focuses on safety, violence on women, practical methods of self-protection
 - Big question now is how to do good advertising and boost attendance
 - Suggestions:
 - Boosting idea through residence hall as well
 - Finding popular people on Twitter and encouraging them to spread the word.
 - Autumn: In regards to safety, mentioned the possibility of implementing a "Blue Light App,"

- Two different methods the app can track a student who feels unsafe, and both methods link to a timer that alerts the police.
 - ASG is currently undergoing a cost-benefit analysis to determine if this is a good idea, as well as researching other universities who have implemented it
 - Another perk: UAPD can see where students are using “Blue Light” the most (aka feel the most unsafe), and adjust safety precautions accordingly
- Discussion on Notes from the Women’s Forum
 - Compensation Differentials-
 - Suggestion of an audit to determine equity in this situation, or determining if this is a classified field
 - Discussion of the idea of “market reasons” to explain discrepancy
 - Might also be a good idea to compare salaries with other SEC schools (lots of access/resources online to get information
 - Potential of inviting Barbara Abercrombie/Carol Jones back to discuss this
 - Childcare Costs, especially on campus
 - Still don’t have a real solution for child-care, especially for part-time graduate students
 - Facilities for Nursing Women:
 - Supposed to be a mandated accommodation
 - Make it a vague space versus explicit
 - The question on “Educational Time”
 - Barbara Abercrombie might be able to tell us the answer to this question
 - Domestic partnership benefits for same sex and opposite sex couples
 - Has been predominantly held up on the Board of Trustees end of things
 - Potential for drawing up a proposal for the next meeting, or bringing up a resolution to support it
 - Autumn is researching other top 14 benchmark institutions and their domestic partnership benefits
 - How do we let people know we are working on answering their questions/get more great questions?
 - Give an index card drop box option at our next event, and introduce the concept when introducing the speaker
 - Pump up the “contact the commission” portion of the website
 - Introduce the idea of a survey to gauge people’s interest/knowledge of the commission and ongoing issues
 - One question might be “how did you hear about this event?”
 - Mentoring
 - Several mentoring programs in existence for faculty but never for staff
 - Include any mentoring experience people might have on the survey
 - Various suggestions were thrown around about methods of matching up people for mentorships:

- Through an online survey, and matching based on results
- Seeing how other schools/programs create mentor programs (Katie will research some of this)
- Making sure we don't interfere with current effective surveys
- Everyone understands the benefit of mentoring, but it is difficult and time-consuming to coordinate
- Possibly a program on mentoring, or on the idea of work/life balance
- Definitely something to table and continue to think about

***overall, it was determined to create a short paper/in-person survey for the attendees of the Fall speaker event with questions about awareness of the commission, existing issues for women, and potentially some interest questions about mentoring and other programs.

- Adjournment
 - Proposed next meeting: October 25th, or another later October date, but Fridays seem to work
 - Friday connections: October 4th - an informal lunch in the union to connect with other people on campus

**Commission on Women
Officer/Member List
September 20, 2013
ADMN 410**

Committee Members:			
Name	Representation	Term Ends	Attendance
Autumn Lewis	Undergraduate Student	2015	X
Aricka Lewis	Undergraduate Student	2014	
Melynda Hart	Staff Senate	Ex-Officio	X
Kathy Van Laningham	Office of the Provost	Ex-Officio	X
Judy Schwab	Office of the Chancellor	Ex-Officio	
Kathryn Huddler (Chair)	Non-Classified Staff	2015	X
Aisha Kenner (Vice-Chair)	Non-Classified Staff	2014	X
Chris Pohl	Non-Classified Staff	2014	X
Elizabeth Woods	Non-Classified Staff	2014	X
Katherine Wilson	Graduate Student	2015	X
Janine Parry	Faculty Senate	Ex-Officio	X
Nina Gupta	Faculty	2015	X
Susan Gauch	Faculty	2014	
Lynda Coon	Faculty	2015	X
Angela Davis	Classified Staff	2015	X
Lori Libbert	Classified Staff	2015	X
Sandy Thomas	Classified Staff	2015	X
Ellie Kefler	Associated Student Government	Ex-Officio	X
Barbara Abercrombie	Human Resources Guest Speaker		X