

- 1) Barbara Abercrombie-Human Resources-updates on previous meeting agenda items
  - Facilities for Nursing women
    - Each building has a room designated for nursing mothers.
    - The room is managed by each building's building executive.
    - Suggestion: Barbara will pull together these rooms (for each building) and have them sent out. Might include contacts for the building executives as well?
      - This would be a great thing to post both on the HR site and the Women's Commission site-Kathryn Huddler will follow-up with Barbara.
  - Family Restrooms
    - No current requirements at the university for family restrooms, but the idea has been both brought up and discussed.
    - One of the biggest populations that this affects (and has affected in recent history) is people in transition, transvestites, and parents with children of the opposite gender.
      - Until family/gender neutral restrooms can be provided, education is (arguably) the key to acceptance- there just isn't another option at the moment.
    - Refitting the buildings is both costly and difficult, but the architecture community is working on the design, as well as incorporating such a model into the new buildings
    - Overall, the overarching issue is how to make buildings (and the university population) more accepting and acceptable.
  - Child Educational Leave-could this policy be amended to include staff attending on-campus lectures/seminars?
    - The policy is actually a state law, which makes changing it a HUGE challenge
    - One possibility, however, is to tweak the education leave policy and add language to include on campus lectures and seminars
    - At the moment, leave for lectures and seminars is at the supervisor's discretion
    - Is it time to tell supervisors they HAVE to give time for seminars and lectures?
      - Reasons against this idea:
        - Sometimes the department is merely short staffed, and can't afford the time/resources lost in attending events
        - Unfortunately, people have and continue to take advantage of that rule, and supervisors are better able to see who is taking advantage than a university-wide policy might be
    - Another issue is the time frame in asking off for these events/classes, because it can be difficult to plan department events with that uncertainty
  - Compensation Differentials- from the meeting
    - All classified positions are set and mandated by the state of Arkansas
      - They may be technically classified appropriately, but the university has no control
    - The REAL equity issue is that classified employees are taking more and more responsibility outside of both their pay grade and their job descriptions and duties
    - BIG TRADE: tuition versus compensation of employees

- We need the state to understand that we need more positions and we need more unclassified positions
    - Another area flexibility is needed is in requirements for the job, more specifically in a requirement for a bachelor's degree
    - 60-65% of all employees on campus are female (and Barbara is going to look up the female percentage of classified and all different types of positions)
  - Question that came up through all of this is pay differentials within genders as well as races
    - Someone in HR is working on compiling these discrepancies, and will be happy to come speak with us when this process is complete
  - This question segued into a suggestion for outreach and awareness on negotiation
    - Helping women know their field, their benchmark, their job and what they are worth
    - This would help students and staff at all levels
    - The stance to take with compensation differentials is why they are inequitable, not if they are or not.
    - Definitely a goal for the commission for next semester/year
- 2) Spring Safety Event-tentative date of January 30
  - Need to reserve a room in ARKU- Aisha and Autumn are working on the reservation
- 3) Fall Event-Speaker Ann Bordelon-November 14
  - Location-Walker Hall-Hembree Room
  - Box lunches have been ordered
    - Might need to order a few more vegetarian options
    - Introduction by Judy Schwab- as far as everyone knows she is still willing
    - Finalize poster and Newswire article- maybe creating a sense of urgency and demand (ex: ONLY 30 SPACES LEFT!) in our last advertising efforts- Melynda Hart is working on.
    - Update from Chris Pohl on in person survey for Fall Event
      - General consensus: wonderful!
      - Maybe include a separate colored sheet to distribute as well that includes upcoming events as well as issues that are currently being addressed-Melynda Hart will work on
- 4) First Friday connections update-Janine Perry and Sandy Thomas
  - 15 people, a robust, energetic group
  - Good mix of faculty and staff, with one student as well
  - Talked a lot about mentoring programs for faculty and staff, as well as the trials and tribulations of promotion and tenure
  - Suggestion to venture out of NWA for other events, but budget makes that difficult
  - Same advertising- proved effective!
- 5) Updates on previous meeting agenda items
  - Resolution on Qualified adult benefits
    - Took a lot of inspiration from staff senate
    - Different resolutions for staff, faculty, and commission- could that be

confusing?

- There aren't a lot of differences among the resolutions
  - Ask Barbara how she would feel about consolidating to one common resolution, as there might be some HR issues involved
  - Kathryn Huddler will send information to Staff Senate and Faculty Senate to inquire about support of a unified document.
  - Melynda Hart will send updated Staff Senate draft when available. The Commission on Women will table their draft until the next meeting.
- Autumn updated on research from other SEC institutions
    - Informative, concise and frustrating chart
    - Recruitment and retention arguments were about the same at every school
    - Researched the schools that had just changed policies, as well as further described "soft benefits"
    - Most people who take advantage of these benefits were actually opposite sex couples who just weren't married
    - Katie Wilson will work on a similar chart on mentoring programs in the SEC

Next Meeting-Tentative date-Friday January 17, 2014

**Commission on Women  
Officer/Member List  
October 25, 2013  
ADMN 410**

<b>Committee Members:</b>			
<b>Name</b>	<b>Representation</b>	<b>Term Ends</b>	<b>Attendance</b>
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	
Susan Gauch	Faculty	2014	X
Lynda Coon	Faculty	2015	
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	
Barbara Abercrombie	Human Resources Guest Speaker		X