

## Chancellor's Commission on Women

Agenda – Wednesday, April 26, 2017

Admin Building – Pederson Conference Room (Room 428)

1. Present: Chelsea Hodge, Kim Needy, Kathy Van Langingham, Mary Savin, Fran Hagstrom, Laura Jacobs, Rebecca Huff
2. Welcome Chancellor Steinmetz (first 30 minutes)
  - a. Update on history of Commission's founding and past work
  - b. Chancellor Steinmetz shared his experience with a similar committee at Ohio State, in which the committee made a list of ten recommendations to the president every year. These were taken seriously by the president, and it was a very effective group.
  - c. Three candidates will be coming in for the Vice Provost for Diversity and Inclusion position next week. All three are women. One issue Chancellor Steinmetz will discuss with them is the issue of representation of women on campus, especially in administrative positions. This would hopefully involve working with faculty and staff to increase exposure to opportunities in administration and could even lead to some sort of leadership development program.
  - d. Chancellor Steinmetz is interested in hearing from the commission about issues we need to focus our attention on. Kim commented that often some of the same themes come up when women are surveyed: work/life balance, issues of upward mobility particularly with staff.
  - e. Mobility: Perhaps look to analogous programs at the SEC or comparable universities. Thinking through how to encourage women to take on leadership roles, both in advancement opportunities and within their current positions. Kathy commented that we need to increase the pool of women who are ready to take on these roles. Kim also pointed out that many of these programs only benefit a small number of people, and we should also look at ways to help larger groups of people. Chancellor Steinmetz remarked that these programs can bring benefits back to the department by increasing mentoring. In addition, people benefit from being exposed to and working with people outside of their department.
  - f. Dr. Steinmetz received a suggestion from the current fellow to create a pool of neutral individuals who have cross-university thinking who could serve on a search committee in any department, in order to ensure the search is broad and thinks outside of the box. This could also aid in diversity recruitment, in giving fresh ideas to a committee and creating a more diverse search committee.
  - g. The new Vice Provost for Diversity and Inclusion search is a restructured position. Dr. Steinmetz commented that he wants the issue of diversity to be grounded in research as well as have diversity research embedded in this new unit. In addition, diversity and inclusion should be embedded throughout the entire university rather than viewed as a separate issue and/or step. On the issue of hiring diverse candidates, we need to think of diversity as a standard of excellence. Implicit bias training for all of our search committees would be valuable. Kim pointed out that this could help females understand how to help other females as well.
  - h. It would be helpful to Chancellor Steinmetz for the group to come up with some issues to work on, particularly with the eight key initiatives in mind.
3. Minutes from the previous meeting on February 3, 2017 were reviewed and approved.

4. Review feedback from the 2017 Spring Event
  - a. To think about for next year: expand number of people who could attend perhaps by not providing lunch. Or to have more frequent sessions in a brown bag setting.
  - b. We need to recruit men to attend this event. It is important that men have buy-in for these issues that affect women.
  - c. Up to this point our events have been broadly applicable and not targeted at specific groups of women (i.e., faculty, staff, students, etc.). Kathy commented that perhaps we should expand to have more focused events. This year's event was successful in that people of all ages and status could take something from it, and that the event drew both faculty and staff.
  
5. This is the last meeting of the Commission for the academic year – leadership team will work to fill positions expiring in 2017
  - a. Perhaps for next year consider doing a second event in the fall, or perhaps have quarterly events that culminate in our big spring event.
  - b. Kim suggested we put a list of possible speakers and their topics on our website, so that a department could request someone to speak on a specific topic at their event. Kathy suggested the title "Speakers Bureau."
  
6. Adjourn and have a wonderful summer!