

President's Commission on the Status of University Women
Executive Committee Meeting
June 20, 2013
Meeting Minutes

Attendees: Anne Camper, Jessi Smith, Diane Letendre, Becca Belou, Tracy Sterling, Celia O'Connor, Christina Head

Reports from Committee Chairs

Policy Committee

Chair: Jessi Smith

Three members of the subcommittee met with Leslie Taylor who examined the Pregnant and Parenting Policy. Discussion arose about the definition of a "partner". The policy was emailed to John Neumeier, Bob Mokwa, Michael Reidy as part of faculty senate. Some feedback was provided, which the committee is researching (e.g., if this falls under "illness"). We will present to Faculty Senate in the fall. Dependent care travel is another issue to be tackled in the fall as well as IDC distributions.

The committee is looking into concerns in which IDCs are negotiated. Two established scientists on this campus recently submitted the topic for review via the PCOSUW portal. Part of the issue may be that often some women are not as good at negotiating. Jessi suggested getting volunteers on the commission to assist in talking to people to gather the data to explore this issue. This is also a good opportunity to get others involved. Would like to get a team together to interview those involved with grant administration. The committee discussed challenges in gathering this data. Jessi mentioned needing support from the full commission and this may be an opportunity to get ad hoc members.

Assessment Committee

Chair: Becca Belou

The Assessment Committee is gathering data, supportive feedback, and research for the Annual Departmental Diversity, Equity, and Inclusiveness Self-Study. Has outline of theme that has emerged. Searching for any kind of academia articles that can support these problems or challenges.

Recognition Committee

Chair: Marilyn Lockhart

Communications Committee

Chair: Phenocia Baurele

Other Discussion

The Executive Committee was introduced to the new Administrative Associate, Christina Head, with the Office of Institutional Equity. Christina has replaced Theresa Marchwick and will be providing administrative support to the PCOSUW.

The committee, discussed combining the Women in Research and Teaching website as a subset of the PCOSUW website for maintenance as Audrey Thurlow of OSP has retired. We should consolidate if possible to reduce redundancy of the two websites. It could fall under the Recognition Committee.

The committee also discussed updating the ByLaws. Updates discussed included the name change from Affirmative Action to Office of Institutional Equity and meeting schedule of the Executive Committee. Updates need to be sent to Anne with exact identifying info.

Joann Moody campus visit to MSU was discussed. A memo announcing her visit on September 17th and 18th. She will be here doing equity advocate training for the PCOSUW, equity advocates, deans and directors. Diane discussed getting notebooks together for equity advocates by August 1st so that can have material by scheduled September training.

PCOSUW may like to have their own notebook that could include literature, data tables, etc. Could be a growing notebook with 3-hole punch to continue adding relevant information.

Diane discussed working on the PCOSUW list to update membership.

There was some general discussion of needing an identifier by a graphic designer. Branding for notebooks, websites, and safe-zones.

Discussed having next meeting in August.