

**President's Commission on the Status of University Women**  
**Executive Committee Meeting**  
**February 22<sup>nd</sup>, 2013**

**Minutes:**

Approved by Becca, seconded by Jessi, minutes accepted unanimously as written.

**Reports from Committee Chairs:**

**Recognition: Chair:** Marilyn Lockhart **Members:** Beth Burroughs, Mary Murphy, Celia O'Connor, Michelle Tigges

- Committee will be meeting on Monday, February 25, 2013. They will discuss tabled item from last semester (student award).
- Recently received an announcement for the 90th annual day of student recognition. Possibly have student award in conjunction with the day of recognition. Will discuss
- There is a "Thinking Gender" award that is given to students sponsored by President Cruzado. If this award is similar to what the committee was thinking of creating, they might not need to create a new award but bring more awareness and enthusiasm to the Thinking Gender award.
- Jessi spoke with President Cruzado earlier in the day. President Cruzado agreed to look for a donor to match the \$1,000 for the Women's Faculty Caucus Mentoring Award raising it to \$2000 (\$1,000 provided by the Provost).

**Policy: Chair:** Jessi Smith **Members:** Kiah Abbey, Lisa Buss, Joy Honea, Chris Fastnow, Sara Rushing

- The committee is looking into maternity/paternity/parenting policy for undergraduate and graduate students
  - Met with the Dean of Students, Dean of the Graduate School, and Leslie Taylor
  - Need to have a conversation with Diane to make sure MSU is in compliance Title IX. During research the committee found a lot of literature regarding the accommodation expected in regard to pregnancy and parenting.
  - Kiah and Matt Caires (DOS) are working on proposed changes to the student conduct code and the withdrawal policy. Making it explicit that pregnancy is included.
  - Talking with GEO (graduate student organization that is unionizing) about best practices
    - Suggestion was to look at creating a centralized pool of funds for temporary hires while the GTA is out on leave (wouldn't lose their tuition waiver or stipend).
  - Will create a write up to with immediate changes, short term and long term suggestions and recommendations.
    - Immediately: Changes to student conduct code and withdrawal policy
    - Short Term: Education about best practices. Sent Title IX information to graduate coordinators.
    - Long Term: Look at formal leave program (Colorado State). Some day get to this.
  - Committee will write up a recommendation for the full commission meeting in April. If commission approves, recommendation would go to the president.
    - Provide the suggestions of policy change that Matt and Kiah write up.
    - Would send to the full commission in advance so they have a chance to review and comment on them.
    - If approved, Matt Caires is willing to take to University Council and Chris Fastnow will come up with a dissemination plan.
- Request submitted via online submission webpage to review Dependent travel. Once the student policy is moving on will address dependent travel policy.

**Assessment: Chair:** Becca Belou **Members:** Camie Bechtold, Diane Letendre, Erin McCormick, Jeanne Wilkinson

- Will be getting Department Head Self Studies in March
  - Self Study form changed so it could be used for Administration Units. The committee would like to send these out soon (Monday if possible).

- Suggestions for deadline? March 18<sup>th</sup> (Monday after Spring Break).
- Need to get all studies back and reviewed so departments and units can be recognized at the April 9<sup>th</sup> ADVANCE Data Charrette
  - There are 33 departments and about 50 units so there will be over 80 self-studies to review. Each submission would be reviewed by 2 – 3 committee members.
  - Would like to add an ad-hoc member to have more members
- Department names and ratings won't be published or released. Each department will receive a paragraph identifying things they are doing well and ideas to help with the challenges the department identified.
  - These don't need to be completed by the April 9<sup>th</sup> deadline.
  - Mission statements, strengths and challenges (no department/unit names will be used) will be presented at the Data Charette so people can see what is going on.
- Will need to brainstorm a prize. Will look at starting small and building each year.
  - Ideas: IT money or money to bring in a speaker. Could provide a couple ideas as long as they are comparable. (Operations money?)
  - We can all ask around to see what departments would like.
  - Would be nice if it was around diversity.
  - Anne will send an email to the full commission asking for ideas on the prize.
  - Prize will need to be provided by PCOSUW.
  - Think about next years prize so people can be informed in advance.
- Committee will meet and determine what the baselines and coding scheme will be.
  - Recommendation: Have a few Deans review criteria for input.
- Will need to check the bylaws regarding Becca moving to chair and Diane to member.

**Communication: Chair:** Phenocia Bauerle **Members:** Graham Austin, Sandy Bailey, Betsy Danforth, Julie Kipfer

- Phenocia was unable to attend at the last minute.
- Executive committee may need to connect via email or have a short meeting to discuss PCOSUW Open House/Charrette.

#### **Discussion:**

- Progress report on ADVANCE
  - There are 4 events coming up in March and April. Would like Commission members to attend.
  - Equity Advocate Program
    - Will start with 12 to 20 full time employees (TT, NTT and Staff). (NSF only requires 8). MSU is starting bigger.
    - Equity Advocates will be provided with training and an orientation
    - The Equity Advocate program will be presented at the March 6<sup>th</sup> University Council and then a nomination form will be sent out.
    - Email to full commission and ask for their help sending out the information to get nominations (after UC)
    - Ask for ideas for an incentive that would work for TT, NTT and Staff. Ideas: Pottery item or gift card.
- Anne will send email to full commission letting them know what Executive Committee has been doing and letting them know minutes are up on the web.