

President's Commission on the Status of University Women

September 23, 2013

President's Conference Room

9:00 – 11:00 a.m.

Call the meeting to order:

1) Opening Remarks by President Cruzado

- President Cruzado welcomed everyone to the meeting. She remarked on some of the accomplishments of the past year including:
 - Just finished great round of new faculty hires at MSU. There was an extraordinary number of female faculty hired, particularly in the area of STEM. Kudos to Jessi Smith and Sarah Rushing for meeting with the individual candidates. The one-on-one meeting is essential because you can have some very honest conversations. This was a deliberate effort. We have the endorsement of NSF but we were going to do this regardless. Thanks very much to all for your efforts.
 - At the Montana Economic Summit in Butte, President Cruzado met with Sheryl Sandberg, COO of Facebook. Senator Baucus arranged for an in-person meeting for a group of women. The President thought it was important to have the student body president there as well to assist in the passing of the baton. President Cruzado remarked it was important to look behind and make sure that young women find a pathway to inspire them to be assertive, positive and successful.
 - President Cruzado also met with one of our sororities a few weeks ago. The future is bright and those girls are absolutely incredible.
- President Cruzado turned the meeting over to Dr. Anne Camper, who was recently appointed as the Interim VP for Research.

2) Anne asked everyone to introduce themselves as there are several new members on the commission.

3) Bylaws Revisions/Vote:

- Bylaws revisions were presented for discussion and they were distributed to members in advance of the meeting. No discussion or comments were presented. Motion to accept by Tracy Sterling, second by Celia O'Connor. Unanimous vote to accept.

Revisions

1. Replace Affirmative Action with the Office of Institutional Equity throughout the document.
2. Addition of selected text to the following sections:

Section 4.2 Executive Committee

Members:

Chair, chair-elect, and chairs of the Assessment Committee, Communication Committee, Recognition Committee, Nominations Committee and three at-large members elected from the general committee. *Chairs of the ad hoc committees will attend meetings of the Executive Committee. They will be non-voting participants unless otherwise on the committee by virtue of election as an at-large member.*

Section 4.3 Standing Committees

With the approval of the Executive Committee, all committees may add to their memberships any member of the University staff or faculty or any student of the University on the basis of his/her interest, expertise, or membership in a particular sector of the University community. Five members from each standing committee can be from outside of The Commission and are voted on by The Commission. All committees are encouraged to seek advice or consultation on particular questions as circumstances might indicate.

4) Election for Chair of Communications Committee:

- With Phenocia Bauerle's departure from MSU, the chair of the Communications Committee is vacant. Someone from the Commission needs to chair this committee. Anne asked for volunteers. Diane Letendre volunteered to chair the communications committee. Nominations were closed and Diane was voted in unanimously.

5) Reports from Committees:

A. Communication Committee – Anne Camper had a report from Betsy Danforth

- Worked on the website design, updates and links with ADVANCE information.
- Integrated Audrey Thurlow's Women in Research and Teaching website with the Commission website.
- Discussed best practices for communicating the Commission's work to the campus.
- Wrote Monday Morning memo, which was tabled due to the Legislative session.
- Organized the Commission Open House and ADVANCE Data Charrette.
- Brainstormed about a possible newsletter.

B. Recognition Committee - Marilyn Lockhart (Chair):

- Last year, Betsy Danforth was awarded the inaugural President's Commission on the Status of University Women Award. Two students were also honored: graduate student, Kathryn Williamson and undergraduate student, Kiah Abbey.
- The announcement for this year's awards was sent out at the same time as for several other campus wide awards and has been posted on the Provost's website. The deadline for nominations is October 31st. Targeted announcing in addition to the overall announcement will be done this year.
- Reviewed the strategic plan for Recognition Committee. One goal is to increase gender equity in applications of current campus awards. Collaborated with Becca for stats on faculty awards. Will broaden report to include type of awards and to look at non-faculty awards. Need to research different awards on campus.

C. Assessment Committee – Becca Belou (Chair) and Jessi Smith

- Worked on departmental and unit self-review study about diversity within each department or unit. Received data back from most academic units and some nonacademic units.
- Supportive feedback forms contained information and themes that have emerged.
- Will spend more time working with nonacademic units this coming year. Different issues from academic units to be looked at.

- Advancement with all the department heads and deans to discuss raw data and patterns. Discussed the feedback loop. Preparing a binder for President Cruzado with data.
- Common theme across department heads was there is no problem with gender and equity. Was able to have a conversation to discuss the theme and gendered experiences.
- There was only a few department heads that did not fully engage with the collection of the data. Expect this process to improve in the next round as ADVANCE works to enhance collaborative efforts.
- Next up is working on getting the feedback back to the units and academic departments.

D. Ad Hoc Equity Policy Review Committee – Jessi Smith (Past Chair)

- Met throughout the year.
- Reminder of past business in which the pregnant/parenting proposal for students was approved to move forward by the commission (see prior meeting meetings). The next step is the formation of a work-life task force being assembled by the Provost. An announcement is forthcoming on the composition of that committee but will be similar in function as the Sick-Leave Task Force last year.
- Had discussions with Facilities for unisex and transgender bathroom signs and sanitary receptacles. Receptacles are now in bathrooms. Unisex and transgender bathrooms are still in progress.
- Issues being researched at the moment by the team includes dependent care travel and past IDC distribution analyzed gender.

E. ADVANCE Grant – Jessi Smith (Director)

- Executive Committee serves as internal advisory board.
- Presented ADVANCE website and progress of three initiatives:
 - <http://www.montana.edu/nsfadvance/>
 - i. Research Capacity and Opportunity
 1. Grant Submission Training Coordinator
 2. Grant Facilitator Network
 3. Diversification Mini-Grant Award Program
 4. Interdisciplinary-Joint Appointments Toolkit
 - ii. Work-Life Integration
 1. Sick Leave Donation Pool
 2. Modified Duties for Family Caregiving Leave
 3. Dual Career Community Placement Liaison
 4. Faculty Partner Placement Bridge Program
 5. Family Care Network
 6. Opt out of Stop-the-Clock Policy Change
 - iii. Cultural Attunement
 1. Diversity Depth Hires
 2. Search Toolkit
 3. Institutional Education/Training
 4. Equity Advocate
 5. Equity Data Analyst
 6. Diversity in Dept. Head/Chair Reviews (Departmental Self-Study)

7. Women in Science Distinguished Professorship: Life, Natural, Engineering and Social Sciences

- Call for nominations was sent out for the Women in Science Distinguished Professorship Award by ADVANCE. The award is \$4,000 per year for 2 years, and the deadline for nominations is October 31st. Commission members should encourage nominations. Department heads are currently not eligible. President Cruzado opened the floor to discuss department head eligibility. Jessi Smith will review this requirement with the committee for a determination and likely remove this restriction.

F. Billings Campus (Joy Honea)

- Monitoring Bozeman progress.
- Struggling with attracting and retaining diverse faculty especially with partner accommodation issues. Having to put together half-time appointments.
- Struggling with family leave issues.
- Created an on-campus child care and child care committee.
- Administration supportive of gender and diversity issues.
- Recently added minor in women studies. Working on a center for women studies.
- The only MSU campus that has near gender equality in salary due to salary compression.
- Five tenure track hires of which four were women.
- Joy Honea will attend NSF International Gender Summit in November.

G. Havre Campus (Rosalyn Templeton)

- Still looking at child care.
- Hired two new female faculty.
- Facing child care dilemma. Need sustainable child care offered.

6) Lessons Learned from JoAnn Moody Visit:

- Collaborative and tremendous effort to bring her to campus.
- Good way to keep the conversation going to discuss scenarios and themes.
- Expected more practice from Moody, it wasn't exactly what was envisioned.
- We need to take it up a notch next time.
- Materials given about implicit and subtle bias.
- Marilyn found value in Mentoring for New Faculty handout. Planning to get a mentoring group together in October as a follow up to new faculty orientation.

7) Breakout Groups for Committees to Plan this Year's Activities

8) Report Out on Committee Discussions:

- Communication Committee (Anne Camper for Betsy Danforth)
 - Formulate and publish newsletter.
 - Communicate the difference between the Commission and the ADVANCE Grant and understand why we exist
 - Resurrect Monday Morning Memo

- Organize an annual spring luncheon with the Commission. Invites student leaders, the foundation, emeritus faculty, alumni, etc. Luncheon could be next Commission meeting this spring.
- Highlighting our successes and what we have been doing.
- Allison, Ariel and Lindsay volunteered to be on the committee. Diane will get a monthly meeting scheduled.
- Recognition Committee (Marilyn Lockhart)
 - Process for awards and will ask President Cruzado for money.
 - Need to work on how to best advertise student award.
 - Lunch in the spring before awards.
- Assessment Committee (Becca Belou)
 - Change the feedback form to address administrative units. Look at other public organizations for recommendations.
 - Craft language in future messages and studies to be mindful and address issues. Departmental differences in diversity needs.
- Policy Review Committee (Lynda Ransdell – elected Chair of Policy Review Committee)
 - Work life task force and coordinate with the Commission
 - Family advocates to other campuses and offer volunteer training.
 - Dependent care travel: NIH and NSF allow the use of indirect funds for this. We need a policy for this and we need to collect data from other universities.
 - Faculty Salary Review Committee: Provide recommendation to Faculty Senate to add the committee back.
 - Continued need to help with the sexual misconduct policy.
 - Student perspective of the Pregnant and Child Birth Policy.

9) Adjourn