



**PCW Minutes
December 14, 2007
1:00pm
W.T. Young Library Gallery**

Attendance: Dianna August, Lina Crocker, Verona Cumberledge, Mary Davis, Anna Edwards, Bessie Guerrant, Gail Hairston, Claudia Heath, Sherry Holmes, Carol Jordan, Catie Lasley, Brittany Langdon, Robyn Pease, Anthony Ralph, Jim Ryder, Judy Sackett, Suzanne Scheff, Mitzi Schumacher, Diane Snow, Ginny Sprang, John Wilson, Meg Stohlmann and Linda Rakes

Not Present: Leslie Crofford, Judith Lesnaw, Cecile McKinney and Deborah Murray.

Welcome:

The November meeting of the President's Commission on Women was called to order by Mitzi Schumacher, PCW Chair, at 1:05pm.

Approval of Minutes:

A motion was brought to the floor by Diane Snow to approve the November 16, 2007 PCW minutes. The motion was seconded by Jim Ryder. There was one abstention. The minutes were approved by unanimous vote with no changes.

Chair's Report:

Mitzi Schumacher

(1.) Met with Dr. Connie Ray, Vice-President for Research, Planning and Effectiveness. Spoke about obtaining data to update the *Diversity at a Glance* brochure. Will collaborate with the Diversity Commission toward this goal. (2.) President requested a salary analysis of gender for the faculty and data will be obtained for this. (3.) After January 23, 2008 Connie Ray will have data for collaboration with the Commissions. Dr. Ray to put out a fact book on diversity and gender issues. (4.) Met with President Todd to discuss the final report on the Promotion and Tenure Committee. Pleased with the result and requested an update of this report for the next five years to track trends. (5.) Discussed the development of the KY ACE OWHE network for women in Kentucky. The committee is working on creation of by-laws currently. In February, Mitzi will attend the ACE conference for State Coordinators and Dr. Todd will attend for Presidents. (6.) Luncheon meeting with the Chair and Vice-Chair of University of Louisville's Commission on the Status of Women. This commission began in 1994 after a task force report which was the only report done on this campus. Budget is small

compared to ours but have similar structure. Will collaborate with this commission for a future informational meeting. (7.) A list of over-looked issues of the Circles of Power Leadership program was included in members' folder and the By-Laws committee was charged with reviewing these issues and to begin drafting by-laws for the inclusion of the COPS program. Diane Snow will meet with by-laws committee to incorporate the COPS program into the by-laws. (8.) Invitation for members to attend the SIS and IBM presentation on "Taking the Stage" for Kentucky's Women Leaders on January 11, 2008 at 11:30am at the Embassy Suites in Lexington, Ky.

Flexible Work Guidelines/Arrangements

Robyn Peace

From the Work-Life Survey results, the work-life advisory council created a structure for Work-Life Flexible Work Arrangements Guidelines for Staff Employees and Supervisors, a letter of understanding regarding Flexible Work Arrangements as guideline and the Work Group Final Report. Discussion ensued. Motion was made by Jim Ryder for the PCW to endorse the Work-Life Guidelines. Motion was seconded by Claudia Heath. A letter of endorsement will be forthcoming.

Public Relations Committee

Gail Hairston

Couple of articles appeared in UK news recently on the Commission(s). Article in UK News by Mitzi Schumacher about a data report on Promotion and Tenure information. In the Spring, UK News will have an article on the Commission and Mitzi Schumacher will be presented. Will work with other committees for public relations needs.

Women's Forum

Catie Lasley

Women's Forum reviewed the Work Life Survey results and will host a conference in April for women on how to develop leadership skills. The Climate Committee proposed that the PCW co-sponsor and endorse the Women's Forum conference. A motion was made by Gail Hairston to support the Women's Forum conference. The motion was seconded by Judy Sackett. Motion passed with a unanimous vote.

Report on Status of Faculty Women

Carol Jordan

Discussion of the data report on Status of Women Faculty. (1) Outcomes from the report designed to raise awareness of the Deans. (2) The PCW present the report to the President. (3) Move away from the data and more into the idea of what is being done right. (4) Promote best practices toward colleges that need more influence. (5) Come up with recommendations for promotion of best practices. (6) Two to three people outside of the P&T committee to study report and make recommendations to the PCW for a plan on how to proceed with the report and define outcomes and how to meet these outcomes. A meeting will be rescheduled in the future to meet with the Deans. Ginny Sprang, Catie Lasley, Robyn Peace and Gail Hairston will review report and bring recommendations back to the commission.

Other Business

- (1) President Lee T. Todd, Jr. sent a campus-wide announcement regarding the position of Vice-President for Institutional Diversity.
- (2) The search committee has two candidates that will be coming to the campus in January.
- (3) An open forum has been scheduled to meet Dr. Judy "JJ" Jackson, Dean of the College and Associate Professor of Education at Vassar College, on Wednesday, January 9, from 3:30 to 4:30 p.m. in 209 Main Building.
- (4) An open forum has also been scheduled to meet Dr. Overtoun Jenda, Professor of Mathematics and Associate Provost, Diversity and Multicultural Affairs at Auburn University, on Thursday, January 17, from 3:30 to 4:30 p.m. in 209 Main Building.
- (5) The President's Commission on Diversity has tentatively scheduled the Diversity Awards Ceremony for April 1, 2008 and is hoping to bring author and speaker, Franz Johansson to campus as the Keynote Speaker for this ceremony. Dr. Johansson's theme is that *diversity drives innovation*. He is the author of the book, "*The Medici Effect -What Elephants & Epidemics Can Teach Us About Innovation*".
- (6) The Diversity Awards this year include the category for Woman, Administrator, Faculty or Staff. The commission is encouraged to promote a candidate for this award.
- (7) Meg Stohlmann is working on a report on Best Practices data and asked members to submit any information they may have regarding how other colleges promote women.
- (8) The Bluegrass Alliance for Women will be hosting the Legacy Awards in the spring and more information will be forthcoming. The commission is encouraged to support this endeavor.
- (9) Sue Scheff is working with several committees for a KY collaboration on the STEMM program. There will be a conference held in the spring which will be a state-wide collaborative.

Adjourn:

Mitzi Schumacher

Meeting adjourned at 2:40 p.m.