



**PCW Minutes
August 17, 2007
1:00pm
W.T. Library, Gallery Room**

Attendance: Dianna August, Lina Crocker, Verona Cumberledge, Bessie Guerrant, Gail Hairston, Claudia Heath, Sherry Holmes, Carol Jordan, Catie Lasley, Cecile McKinney, Jenny Minier, Deborah Murray, Robyn Pease, Anthony Ralph, Jim Ryder, Suzanne, Scheff, Mitzi Schumacher, Diane Snow, Ginny Sprang, John Wilson, Meg Stohlmann and Linda Rakes

Not Present: Leslie Crofford, Mary Davis, Terri Kanatzer and Judy Sackett.

Welcome:

The August meeting of the President's Commission on Women was called to order by Mitzi Schumacher, Ph.D., Chair.

Mitzi welcomed the members and reported that she, Tony Ralph, Meg Stohlmann and Linda Rakes from the PCW had participated in the day's events of welcoming new students and their parents to our campus by passing out hot dogs. Dr. and Mrs. Todd were there and pleased that the Commission was represented.

Approval of Minutes:

A motion was brought to the floor by Jim Ryder to approve the PCW minutes of the April 20, 2007 meeting and seconded by Lina Crocker. The minutes were approved by unanimous vote with no changes.

Announcements

Vice-Chair of the PCW

Mitzi announced that the new Vice Chair of the Commission was Bessie Guerrant.

Mitzi advised that as Vice-Chair, Bessie Guerrant's first order of business would be to establish a nominating committee. Mitzi advised that the commission would nominate and vote for members to be on this committee. The names of nominees submitted for selection were posted and the commission was asked to then choose three names from those submitted.

Mitzi reported that new PCW brochures had been revised and reprinted and that the date had been removed to make for a more generic piece of information. The sub-committees of the PCW were described in more detail. The back of the brochure was an article about the men on the Commission which included a quote from Anthony Ralph, "*When I get to heaven, I want Her to see this on my resume*".

Mitzi reported that she had scheduled several meetings with various people across campus in regard to her new position as chair. She reported that she had met with President Todd and presented him with the Commission's Annual Report. Dr. Todd expressed his stamp of approval and was very pleased with the outcomes accomplished by the Commission. Mitzi also presented Dr. Todd with a draft copy of the Women's Work brochure that was designed and created from the Work-Life Survey results by the sub-committee on The Climate of Valuing Women. Mitzi reported that Dr. Todd gave his approval for having this brochure printed and was very pleased with the results.

Mitzi reported that the President also approved the PCW proposed budget for 2007-2008. The PCW budget had allowed a dollar amount for donations/sponsorships for several organizations across campus in the past, and Mitzi explained that after discussion with the President, he suggested that the exchange of monies between organizations on campus be more streamlined and should go through the President's office, or a certain designee who will be named so as to track these requests.

Mitzi met with Doug Boyd, the President's Chief of Staff and felt he would be a very good resource and help with anything that may arise within the Commission that may need assistance from the President's Office.

Mitzi also met with Patty Bender and Terry Allen, Office of Institutional Equity and Equal Opportunity. They discussed with Mitzi a utilization report which was a tracking device designed to monitor how goals are being met across campus with regard to gender equity. The report was reflective of last year's goals.

Mitzi reported that she also met with Pat Terrell, Vice President for Student Affairs. Mitzi said that Dr. Terrell was likely to become involved with her on one of the projects she is working on for undergraduate students involving focus groups and mentoring on campus, safety issues, leadership and women's issues, etc.

Mitzi further reported that she had met informally with Allan Richards, Ed.D, new Chair of the President's Commission on Diversity. Mitzi said that Dr. Richards explained he was working very diligently toward getting the Diversity Commission back up and running and that he also indicated his desire to work closely with the Women's Commission. Mitzi advised that she would also call for a commission member to become a liaison on the Diversity Commission. Lina Crocker volunteered to fill this position on the Diversity Commission.

Mitzi advised that she would continue to meet with people across campus and one such meeting would be with Heidi Anderson. Mitzi advised that she would keep the

Commission updated on these meetings and the outcomes. Mitzi requested that if any of the members knew of someone she should meet with to please let her know.

Recruitment and Retention

Carol Jordan reported that there were two projects ongoing at this time with regard to recruitment and retention. The first step in the committee's project was the collection of data from the 2001-2005 records. Carol reported that she and Adam Pritchard worked on the compilation of this data. Once a snap shot of the data was made, and based upon what was learned from the data, Carol explained that a report would be created to reflect the findings and at that time, it would be decided how the findings would be explained and distributed and to whom. Carol presented a summarized report based on the research that had been done to date and that the categories summarized from the collection of this data was: comparisons with national data from the US Department of Education; discipline compared to national averages; tenure in relation to the national average; faculty rank; appointment type; and, distribution by college.

Office of Women in Higher Education (OWHE) Committee

Diane Snow, Co-Chair of the OWHE committee, reported that one of the main goals of the committee was to focus on an OWHE Advisory Board. Diane reported that the Advisory Board had been created and that the members were very enthusiastic and supportive of this project. Diane reported that the first official meeting of the new OWHE Advisory Board was planned for Thursday, September 6, 2007, from 10:00am – 3:00pm. A lunch for the Advisory Board meeting is to be hosted by President and Mrs. Todd at Maxwell Place. Diane further advised that the purpose of this first meeting would be to set up housekeeping for the formalization of the new Board.

Annual State Conference of the Michigan ACE Network for Women Leader's in Higher Education

June 11-12, 2007

Bessie Guerrant reported that she and Judy Sackett attended the Michigan Ace Network Conference of OWHE in Lansing, Michigan and the report on this conference is as follows:

Established in 1973, the American Council on Education (ACE) Office of Women in Higher Education (OWHE) serves as a means to promote the advancement of women leaders in higher education. It serves as a national voice for women in higher education, provides leadership in advancing women to executive positions and collaborates with other organizations on ways to improve the status of women.

In 1977, OWHE launched the ACE Network with a broad purpose to identify and address the needs of women leaders in higher education. The network is committed to

strengthening and expanding higher education opportunities for women across the United States, including Puerto Rico and the District of Columbia.

Established in 1978, the Michigan ACE (American Council on Education) Network for Women Leaders in Higher Education (<http://www.miacenetwork.org>) promotes leadership of women in Michigan colleges and universities and works to improve the general climate for women in Michigan higher education. The Michigan Network is open to all public and private, two-year and four-year institutions in the state and requires institutional membership for participation in Network activities. Approximately 250 women attended the 2007 conference; approximately 40 were women of color.

The Michigan ACE Network functions in concert with the Office of Women in Higher Education (OWHE) of the American Council on Education. The conference program listed sixteen (16) women presidents of colleges and universities in Michigan.

The Ace Network organizational structure includes a twenty-two (22) member Executive Board that consists of members from the various colleges and universities. From the Board membership, there is a state coordinator, conference chair(s) and a fourteen member conference committee.

The conference was held at Michigan State University at Lansing in the James Henry Center for Executive Development. The conference site used to rotate, but now is always located at this hotel conference center at MSU. This year's conference was hosted by Grand Valley State University (a two-year commitment). The Network PR materials invited faculty, staff and administrators to explore ways to frame the future of women in higher education. They marketed the conference as affordable, convenient, and packed with meaningful content, including:

- . Building multicultural alliances
- . Leadership strategies
- . Career choices
- . Policy in higher education

On the Network web site, both online and hardcopy registration was available. The conference organizers offered three optional activities that were in addition to the registration fees: Pre-conference dinner on Monday (\$20), Spa Activity at the James B. Henry Center (\$35) and golf outing at Forest Akers Golf Course 9 holes w/cart (21).

On Monday, business meetings were held for the Executive Board from 9 to 9:30 p.m. The pre-conference (optional) activities were offered from 3:30 p.m. to 8:30 p.m. The optional dinner included a panel discussion by Michigan's two female State Representatives. The evening was brought to a close with an "Afterglow Reception", a meeting-and-greet time over a glass of wine.

The typical conference activities occurred on Tuesday, ending at 5:00 p.m. In addition to

breakout sessions on an interesting variety of topics, there was a meeting for first-time attendees to introduce them to the organization by members of the executive committee, an awards luncheon honoring the higher education woman of the year, introduction of new officers, and entertainment provided by a female chorus. Conference attendees held a wide range of positions in their organizations, including president, dean, diversity officer, human resources officer, and other professional employees.

Overall the conference was very well organized and professionally done.

AAUW Conference

Mitzi reported that she and Bessie Guerrant attended the National AAUW Conference in Phoenix, Arizona. The AAUW is a unique organization that began in 1881 and is for women who have a two or four year degree from an institution regardless of what one does professionally. The AAUW has three major focuses to the national organization which is educational and encourages women to go into male dominated fields. Secondly, they have an equity arm which has a legal aspect to it and contributes to legal defense and, thirdly, looking at women's status internationally.

Mitzi reported that the workshop she attended was focused on teaching professional skills to college students. This curriculum was created at Nichols College in New England and designed as a course that runs for a semester for freshmen, sophomores, juniors and seniors. The course teaches their students how to behave professionally. The students are to maintain a portfolio of their accomplishments and learn how to conduct interviews. Throughout their college years and by their junior and senior years, the students practice interviews and *table manners* for securing a job after graduation. Mitzi felt that possibly this curriculum could be implemented at UK.

Mitzi reported that the association also had good resources; one of which is the AAUW congressional voting record which addresses women's issues with regard to keeping voting records.

Mitzi suggested that the Commission develop an interest in making contact with the AAUW locally and being able to do an exchange with them. Further, the local AAUW chapter has experience at being good fund raisers which could possibly help the Commission with potential fund raising efforts with regard to women's issues on our campus.

Upcoming Events

Mitzi spoke of the Supreme Court ruling of equity for women in the workplace and advised she would be glad to contact Barbara Jones and ask if she would discuss this ruling with the Commission if there was an interest to do so.

Another opportunity upcoming is the Toyota Leadership Conference. The one day conference will be held in Lexington on October 23, 2007. Mitzi called for volunteers to

attend this conference and advised that the Commission would sponsor anyone that wished to attend. Diane Snow expressed her desire to attend.

ACE/OWHE is hosting a leadership conference at Marion College in Fond Du Lac, Wisconsin on October 3- 5, 2007. This is a leadership training course for women who wish to go into leadership. The training is designed to help women shape their career path, identify missing pieces of their portfolio, link with a network and provide a basic understanding of the search process and, help prepare for the job search process. The conference has discussion topics that address strategic planning, managing multiple constituencies, searching for the right jobs and leadership styles, etc. The Commission will sponsor anyone that would like to attend this conference.

Announcement of By-Laws and Nominating Committee Members

Mitzi advised that the nominating committee is also to govern as the by-laws committee. The most pressing business of this committee would be to revisit the issues surrounding standing committee membership.

The members chosen to sit on the nominating committee were Jim Ryder, Ginny Sprang and Sue Scheff.

Committee Volunteers/Assignments

Mitzi reported that Brittany Langdon from UK Student Government had agreed to be a student representative on the PCW.

Cecile McKinney will remain as the liaison to the Commission for the Staff Senate.

Lina Crocker will be the liaison to the Diversity Commission as the representative for the Women's Commission.

Listing of the Committees from the Retreat

Mitzi reported that in each member's folder was a list of each committee with the names of the members that had signed up for these committees. There were also members listed who had not yet signed up for a committee and Mitzi requested that those members do so at this meeting. A complete list will be created from this meeting and forwarded to the membership.

Climate Committee

Claudia Heath reported on the committee's status and advised that the committee would be updating the Collaborations Handbook.

Marketing and Public Relations

Gail Hairston reported that she had interviewed both Mitzi Schumacher and Allan Richards, new chairs of the Commission on Women and the Commission on Diversity and that there would be a write up of each of them in the UK News, September 10, 2007 edition.

Adjourn

Meeting adjourned at 2:35p.m.