
INTEROFFICE MEMORANDUM

TO: PRESIDENT LEE TODD
FROM: MITZI SCHUMACHER, CHAIR, PRESIDENT'S COMMISSION ON WOMEN
SUBJECT: 2007-08 YEAR END REPORT
DATE: 9/24/2008
CC: PROVOST KUMBLE SUBBASWAMY, CHIEF OF STAFF DOUG BOYD

This is a summary of the activities of the President's Commission on Women for the 2007-8 academic year. I have highlighted some of the structural changes of the Commission since Dorothy Brockopp's tenure as chair and other changes involving the Circles of Power Leadership Program for Faculty Women. Activities and accomplishments of the past year are aggregated, and goals for next year are identified.

Changes in the Commission:

Although the Commission functions largely the same as in past years, several significant structural changes were made this year:

1. the venues for the monthly meetings and retreat for economical reasons;
2. formalized the organization and assignment of members to committees within the Commission so that the standing committees would reflect on-going the concerns of women on campus; The six standing committees now include: Nominations & By-laws, Public Relations, Professional Development & Leadership, Culture & Climate, Representation & Compensation, and Health & Safety. Four members of the Commission are assigned to each committee and chairs selected.
3. number of standing members reduced to 3 representatives from the University Senate, Staff Senate and Student Government – necessitating the appointment of 8 new Commission members
- 4.

The Circles of Power Leadership Program for Women Faculty also underwent several significant modifications this past year:

1. Diane Snow replaced Edythe Lach as the Director of the Program
2. The Nominations & By-Laws Committee has begun drafting by-laws for the governance and administration of the Program within the PCW
3. The Professional Development & Leadership Committee has assumed responsibility for oversight of the Program content while the PCW Chair retains fiduciary responsibilities for the program

Activities and Accomplishments:

For the first year of my tenure as chair of the PCW, I established four goals designed to improve communication, raise awareness, and establish outreach efforts. Below I report on the progress toward achieving those goals:

1. Goal: to establish a state network for women leaders in higher education
 - a. ACE/OWHE appointed me as state coordinator
 - b. An advisory board was established and reformulated to be an executive board to oversee the network – two meetings held and bi-annual meetings established in the autumn and spring
 - c. Six Presidential Sponsors were recommended to and appointed by ACE/OWHE to support the network – personally met with each to confirm their support
 - d. Mission statement and by-laws drafted and approved
 - e. Attended national ACE-OWHE Conference for State Coordinators
2. Goal: to raise awareness regarding the gender composition of the promotion and tenure committees
 - a. Prepared spread sheet report circulated for President and Provost
 - b. Circulated report to College Deans and communicated with 9 of 18 regarding findings
3. Goal: to discover the gender-related concerns of undergraduate students
 - a. Recruited representative from student government
 - b. Planned and received IRB approval to hold focus groups to discuss gender-related concerns with male and female members of student organizations
4. Goal: to reach out to other like-minded organizations and programs
 - a. Established relationship and liaison with Bluegrass Chapter of American Association of University Women (AAUW)
 - b. Hosted joint meeting for the UK President's Commission on Women (PCW) and UofL Commission on the Status of Women (CSW) with guest Eleanor Jordan, Executive Director of Kentucky State Commission on Women
 - c. Created a coalition of staff and faculty involved in leadership training on campus

Other "business as usual" included:

- Letters of support such as those for establishing Gender and Women Studies Program as a department in A & S, and adopting flexible work arrangement guidelines;
- Financial support to co-sponsor events such as the Women's Forum Inaugural Conference, Kentucky Women's Writers Conference, Black Women's Conference; and purchasing tables for luncheons sponsored by the Bluegrass Alliance for Women and Sarah Bennett Holmes Award
- Advocacy – this year in the form of promoting a job share arrangement for two clinical faculty
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Finally, two events were the highlight of my year:

1. The receipt of the ACE Network Award for the Advancement of Women in Higher Education for the Circles of Power Leadership Program for Women Faculty at UK

2. Hosting three Speed Mentoring Sessions for over 50 women faculty and staff; evaluations demonstrated that speed mentoring for women is feasible as well as fun.

Goals for Next Year

Obviously, several goals from the past year will require additional efforts this year to make progress toward their attainment, for example, establishing a state network for women in higher education and discovering what gender issues are on the minds of our undergraduate women. In addition, my goals for next year include:

1. collaborating more closely with other offices on campus, e.g., the VPID, Deans of Colleges, etc.
2. increasing the productivity of the standing committees of the PCW so that each sponsors an event, generates a report, and collaborates with another committee or organization on campus
3. making some reports more "routine" so that data are regularly updated