

-OSU President's Commission on the Status of Women Retreat

September 10, 2012

All members of the President's Commission on the Status of Women (PCOSW) were invited to participate in a retreat that was held on Monday, September 10, 2012, from 9 a.m. to 4 p.m., at Peavy Arboretum. Facilitator was Lisa Hoogesteger, OSU director of Healthy Initiatives. Approximately 25 members of PCOSW attended this event.

AGENDA

1. **Introductions:** Lisa welcomed everyone and asked people to go around the table and introduce themselves, tell what department they are in and how long they've worked for OSU. She asked that participants also answer either of these questions:
 - The University would be a better place for women if _____.
 - Someone unique about me or a highlight of my summer is _____.

2. **Overview of the history and past accomplishments of PCOSW:** Anne Gillies
The purpose of this presentation was to make sure everyone had the same information about PCOSW so were on the same page.

3. **Status reports:** members of the PCOSW Leadership Team gave overviews of various key projects PCOSW worked on last year.
 - Work/life balance: Toolkit (Anne Gilles)
 - Anti-Bullying: White paper (Jana Zvibleman)
 - Mentoring/Career Advancement: (Jan Spitsbergen)
 - Foreign/US born scholars: (Louisa Hooven)
 - Budget/Grants/Awards: (Anne Gilles)
 - Other University changes related to PCOSW work:
 - Ombudsperson: (Jana Zvibleman)
 - Childcare and Family Resources (Lisa)
 - Title IX, OEI update: (Anne Gilles)

4. **Small group discussion and prioritizing:** Members of the PCOSW Leadership Team headed up small groups that considered "What else? Things PCOSW should/could/might work on. Groups were charged to come up with issues of greatest importance for further consideration in the afternoon.

LUNCH BREAK – 12:15 to 1 p.m.: PCOSW members were encouraged to meet someone new over the lunch break. Leadership Team members met with Lisa to discuss afternoon plans.

5. Discussion continuation of “What Else”: Lisa asked that everyone pair up and consider the following:

- What do you need to be able to contribute to PCOSW
- What are you interested in related to PCOSW work?
- What obstacles do you foresee in your participation and involvement with PCOSW?

6. Results of the discussion “What Else” included the following:

- Participants said the process of PCOSW needs to be:
 - Purposeful
 - Clear
 - Outcome based
 - Specific to women’s issues
- We need to managing expectations
- There needs to be clear communication
- Meetings need to be efficient
- Tasks, objectives
- Detailed agenda
- We need to have impact and make a difference
- Obstacles:
 - Different work styles can be an obstacle
 - Resources needed
 - Perception of bureaucracy
 - Perception of PCOSW
- Questions about PCOSW:
 - How does PCOSW prioritize?
 - Nuts/bolts of PCOSW
 - Outcomes of WAGE studies?
 - Communications/orientation
 - When does PCOSW “advise” vs. implement?
 - How to connect with the OSU Foundation?

7. Question for consideration: The University would be a better place for women if:

- Professional faculty have year-to-year contracts – uncertainty of employment
- The University president was a woman

- Non-traditional efforts valued more
- Tenure process less male dominated
- More departments have advancement opportunities
- All have opportunities to pursue personal and professional development
- All of our skills appreciated; not just tenure track
- Work/life balance
- Dixon gym said women could not work out when pregnant
- Department accountable for being family friendly
- Remove bullies
- Paid family leave
- Hire more diverse thinking (corporate experience)
- Equal value/recognition of how we achieve goals (impact)

8. PCOSW members brainstormed areas of concern and work opportunities for the Commission for the coming year. Ideas included:

- Mentoring/Career Advancement
 - University wide system – mentoring and career advancement
- Communication/Resources
- Speaking in fall: Planning
- Anti-Bullying
- Meetings/work on policy
- Education and Training
- Survey health effects
- Paid Family Leave
- Elder Care
- Affordable daycare on campus/emergency drop-off
- Male dominance in certain fields (students in classroom); support roles are more often female; decision-making in the department
- Work/life balance – only focused on professorial staff?
- Dual career couples
- Policies exist but can you take leave?
- How different policies impact different categories of employment
- Key information to target audiences
- Recruitment/retention searches; impressive female leadership
- Rigid GRE requirements
- Peer to peer mentoring
- Promotion and tenure: different interpretation by male committee influence: teaching, research, service (women)

- Search advocates
- International support: students, faculty, staff, gender/equality
- Women's Health and wellness
- Revisit granting PCOSW funds
- Clarity and visibility of PCOSW
- Students in PCOSW
- Engage with Extension; OSU Cascades
- Partnerships more formally across campus
- Accountability of departments; work/life balance; award?
- Work/life – schedules, breast-feeding, job share
- Goals for hiring women
- Leadership opportunities for women in all employment categories

9. **Members were asked to pick their top four choices for possible work by the Commission this academic year. Choices included:**

➤ **Affordable Day Care**

- Beaver Beginnings on campus: expensive, long waiting list, some subsidies, new center? Students only?
- WANT: reasonable wait, centralized information daycare, leave, subsidies, options, planning
- Talk to CFR/report in to PCOSW
- Ex-officio member; DATA; CFR report – parent needs assessment
- Infant care needs – close proximity to mom
- Recruitment and retention
- Loans to new day care businesses
- Drop off day care
- Holes
- Resources
- Data
- CFR

➤ **Paid Family Leave**

- Info gathering OSU, OUS, State, other institutions, level of employment
- Costly
- Who else working on this? W/L Coordinator? HR? OEI?
- Benefits and effect (recruit/retain)

- Methodology to acquire leave
- Methodology to go about approval of policy
- Work with Human Resources
- FMLA

➤ **Promotion and tenure:**

- What are obstacles for women?
Data gathering: quantitative, qualitative; P&T, Jennifer Ahlmquist dissertation
- Relative value: teach, research, service
- Factors that do/do not support success plus guidelines
- Clear communication of expectations
- Impact of family: child care
- Partners: Fac Senate, Obbuds, OEI, SET, Provost Council, Unit Heads

➤ **Career Advancement**

- Promotion of non-ranked faculty: minority subgroups (lack of role models); partner with other universities
- Post doc's less expensive than Fac (Res Assoc) require mentorship; connect with Barbara Bond
- Communications (grad students...?)
- OPAA, OEI, HR, OUS, Faculty Senate, Classified Union, discussion/exchange among mentoring groups
- Formal statement to encourage employees for prof dev/classes/bachelor's degree; E-campus vs. on-campus
- Network with Graduate School: student groups; international

10. Small groups discussed what's next and ideas for next steps.

11. Participants fill out evaluation form and closing.

President's Commission on the Status of Women

General Meeting

October 16, 2012

Present: Jennifer Almquist, Anita Nina Azarenko, Maria Ballard, Mariette Brouwers, Marisa Chappell, Karren Cholewinski, Allyson Dean, Mayela Delatorre, Mirabelle Fernandes-Paul, Kira Hughes, Lori Kayes, Patricia Lacy, Michelle Mahana, Melinda Manore, Elba Moise, Kim Nguyen, Tuba Ozkan-Haller, Candy Pierson-Charlton, Lisa Price, Shandin Rickard, Kara Ritzheimer, Jan Spitsbergen, Julie Walkin, Jana Zvibleman

- 1. Call to Order and Welcome:** Jan Spitsbergen, PCOSW chair, called the meeting to order at 1 p.m..
- 2. Introductions:** Jan introduced members of the PCOSW Leadership Team which include: Jan, chair; Secretary – Candy Pierson-Charlton; Treasurer – Anne Gillies; Website/Marketing/Social Media Officers – Shandin Rickard, Jana Zvibleman.

Commission members introduced themselves.

Jan said there are several Leadership Team positions still open – Membership Officer, Commission Co-chair and possibly a Co-treasurer position. She encouraged Commission members to consider volunteering for one of the Leadership Team openings.

- 3. Blackboard update:** Shandin Rickard, one of two web and public relations point people for PCOSW, organized the PCOSW Blackboard site and thinks she has successfully added new members so they will have access. Jan asked that anyone who doesn't have access please let Shandin know so they can be added to the site as there are many important documents and reports for people to access and build their knowledge of PCOSW.
- 4. 2012-2013 committees:** Jan discussed committees for 2012-13 and said the following standing committees are somewhat fluid: Strategic Planning and Leadership; Awards and Recognition; Campus Culture and Practices; Outreach and Events; Professional Advancement and Development.

Committees from the previous year included:

- Diversity and Inclusion (Daryl Smith highlighted issues around domestic versus international scholars). OSU hired 100 new faculty where 30 per cent were not U.S. citizens. Being aggressive and fair about recruiting domestic talent that includes women, underrepresented minorities, people from disadvantaged socioeconomic backgrounds, those from rural backgrounds, etc., should also be a consideration.

- Work-Life Balance: report resulted in Work-Life Coordinator position being established and hired.
- Mentoring and Career Advancement: a speaker is scheduled during the month of October; moving ahead on goal to provide access to OSU staff and faculty to e-campus courses at reduced rates.
- Bylaws: revisions are in process.

Committee suggestions for this year that came from the PCOSW Retreat include:

- Promotion/tenure – to deal with male bias, bias against nonlinear career trajectories.
- Paid family leave – look to private foundations like the Hallie Ford Foundation that built the healthy families building on campus and partners with the Linus Pauling Institute, the Annie E. Casey Foundation, that could partner to provide such funding.
- Affordable child care, cooperative childcare, volunteer recruitment for childcare – should this be folded into Work-Life Balance? Look to private foundations for funding?
- Recruitment and Retention – consider issues around women – goals for hiring women, dual career hiring, search advocates, international versus domestic scholars.
- Best Practices for Advancing Careers of Fixed Term Faculty – a study was completed several years ago by a committee of the Faculty Senate several years ago and apparently recommendations were made, but recommendations have not been moved forward with plans for implementation. Jan said work needs to be done to define to recognize women who have nonlinear career trajectories. There needs to be documentation of the financial and professional contributions of these faculty in the success of OSU.

5. Introduction of Women’s Advancement and Gender Equity Graduate Assistant in the Office of Equity and Inclusion: Jennifer Almquist introduced Elba Moise and also gave a brief summary of the activities in the Office of Women’s Advancement and Gender Equity (WAGE).

6. Update on Status of Bullying Prevention Activity and Anti-bullying Policy (This is National Bullying Prevention Month): Jana Zvibleman gave a brief summary of a recent meeting to discuss progress on establishing an anti-bullying policy at OSU. She said a few years ago people began looking into bullying in academia at OSU, a national expert was brought in to do presentations on campus, there were follow-up meetings, and people said this issue was important enough to create a policy. PCOSW kept pushing to make this happen, the Office of Equity and Inclusion got involved looking at other universities and the latest research about bullying, and the latest idea is to include bullying information within the University’s anti-harassment policy. Jana said there will be a meeting soon with Equity and Inclusion, PCOSW and other stakeholders to craft something that will become part of the anti-harassment policy at OSU.

7. Funding proposal: Megan Cahn, a student from the School of Social and Behavioral Health Sciences in the College of Public Health, is seeking funding to help her attend the American Public Health Association Annual Meeting. She is doing a presentation on “Reproductive and Sexual Health of Immigrant Latino Men in Rural Oregon.” Megan said this group is at high risk for contracting STDs, HIV and causing unwanted pregnancies with serious implications for the

health of women and children. The Commission voted to allocate \$500 to Megan for her to attend the conference. Commission members also said to let Megan know if she wasn't able to get the full amount to attend the conference we would revisit her request for funding.

There was much discussion on how PCOSW promotes funding opportunities, how to handle submission of proposals, overall procedural questions, and the need for more structure. Anita Nina Azarenko, Melinda Manore, Tuba Ozkan-Haller and Karren Cholweinski offered to work on formalizing procedures for persons seeking funding from PCOSW.

- 8. Report from recipient who received PCOSW funding:** Mayela Delatorre received funding to attend a conference in Baltimore for women in computer science. She said the conference brought together undergraduates and graduate students and various speakers who talked to them about the profession. The developer of Turbo Tax discussed about how she overcame obstacles in the work place and how to compete in the computer science field. Mayela said there is a lack of resources for women – especially Latina women in computer science at OSU. Because Mayela was able to attend the conference she now has a mentor at Microsoft. She said there are endless opportunities for innovation and said a man developed a gun, but a woman developed a bullet proof vest! Mayela said she is getting involved with a student group for Hispanic engineers and will share her experiences from the conference.
- 9. Teleconferencing equipment possibility:** Jan said a set of microphones or a hand-held microphone would improve sound quality for those wanting to teleconference into PCOSW meetings. Media Services is also available to videotape proceedings that are authorized to be videotaped. PCOSW members discussed purchasing or renting teleconferencing equipment. Members said Kidder 202 was available for teleconferencing so no need to purchase equipment.
- 10. New Ex-Officio Members:** Work-Life Coordinator – Amy Lune; WAGE representative from the Office of Equity and Inclusion – Elba Moise; Women in Science (WIS) – Elizabeth Cerny-Chipman. Jan asked if there were any other suggestions.
- 11. Announcements:** 40th anniversary celebration for the creation of Women's Studies and the Women's Center at OSU; Sylvia Ann Hewlett will speak on October 24th, there is a Women's Research and Resouce Symposium on October 31st.

As there was no further business the meeting was adjourned.

Submitted by Candy Pierson-Charlton, Secretary

President's Commission on the Status of Women

General Meeting

November 13, 2012

Present: Jennifer Almquist, Mariette Brouwers, Marisa Chappell, Toni Doolen, Mirabelle Fernandes-Paul, Anne Gillies, Louisa Hooven, Lori Kayes, Christine Kelly, Michelle Kutzler, Michelle Maller, Kim Nguyen, Tuba Ozkan-Haller, Candy Pierson-Charlton, Mehra Shirazi, Jan Spitsbergen, Julie Walkin, Jana Zvibleman

12. Call to Order and Welcome: Jan Spitsbergen, PCOSW chair, called the meeting to order at 1 p.m.

13. Introductions: Jan introduced members of the PCOSW Leadership Team which include: Jan, chair; Secretary – Candy Pierson-Charlton; Treasurer – Anne Gillies; Co-treasurer, Julie Walkin; Website/Marketing/Social Media Officers – Shandin Rickard, Jana Zvibleman; Membership – Kim Nguyen.

Commission members introduced themselves.

Jan said there is a Leadership Team position still open – Commission Co-chair. She encouraged Commission members to consider volunteering for this Leadership Team opening.

14. Blackboard update: Shandin Rickard, one of two web and public relations point people for PCOSW, organized the PCOSW Blackboard site and added new members so they will have access to the site. Jan reminded commission members to let Shandin know if they couldn't access the PCOSW Blackboard site.

15. 2012-2013 committees: Jan discussed the formation of committees for 2012-13. The following committees have been organized: Scholarships and Awards; Work-Life Balance; Diversity and Inclusion; Mentoring and Career Advancement.

- Tuba Azkan-Haller will be the convener of the Scholarship and Awards committee. Plans for the committee include being more proactive in planning scholarship and award distribution. Discuss also centered around how to promote scholarships and awards and it was suggested partnering with different entities on campus including the Graduate School to get more applicants.
- Michelle Kutzler will be the convener of the Work-Life Balance committee. She will present the newest draft of a best practices document that will be presented to OSU department chairs. The availability and affordability of child care is another concern. PCOSW needs to get current accurate information regarding facilities offering care, to what age groups, locations, costs and the availability of financial aid. Wait time for enrollment in infant childcare, percentage of students who are parents, and other

accurate statistics are needed in order to make a case for improvements. There was also discussion about possible private foundation interest in funding childcare programs.

- Jennifer Almquist volunteered to chair the Diversity and Inclusion Committee. PCOSW members discussed the need for improvements in recruitment, retention and promotion and tenure for faculty who are from a different country and culture, disability, age and sexual orientation.
- Jan Spitsbergen will be the convener of the Mentoring and Career Advancement Committee. She said the group will follow-up on outcomes from the Fixed Term Faculty Report. Discussion centered on best practices for ensuring career advancement for all employees.
- Commission members decided in favor of composing a letter and getting President Ray to sign it thanking staff supervisors for allowing their employees to participate on the President's Commission on the Status of Women.

As there was no further business the meeting was adjourned.

Submitted by Candy Pierson-Charlton, Secretary

President's Commission on the Status of Women

General Meeting

December 13, 2012

Present: Jennifer Almquist, Amy Davila-Klautzsch, Jennifer Doreen, Mirabelle Fernandes-Paul, Richard Fields, Anne Gillies, Jessica Haszard, Laurel Kind, Michelle Kutzler, Katie Lanker, Amy Luhn, Michelle Mahana, Melinda Manore, Elba Moise, Christine Olsen, Candy Pierson-Charlton, Shandin Rickard, Kara Ritzheimer, Susana Rivera-Mills, Shandin Rickard, Susan Rodgers, Mary Samuel, Dana Sanchez, Malinda Shell, Mehra Shirazi, Jan Spitsbergen, Roni Sue, Julie Walkin, Jana Zvibleman

16. Call to Order and Welcome: Anne Gillies, PCOSW co-treasurer and facilitator for the December 13th meeting, called the meeting to order at 1 p.m.

17. Approval of Meeting Minutes: Secretary Candy Pierson-Charlton passed out hard copies of the November meeting. Shandin Rickard posted the minutes on the PCOSW website before the PCOSW general meeting.

18. OLD BUSINESS:

- a. Collect suggestions for appreciation gift for Lisa Hoogesteger – Mirabelle Fernandez-Paul and Candy Pierson-Charlton volunteered to look into a possible gift for Lisa Hoogesteger.
- b. **Confirm/complete list of volunteers for subcommittee assignments** – Anne Gilles asked if there were additions or corrections to the list of committee members.
- c. **Final call for PCOSW member supervisor names for letter from President Ray** – Shandin Rickard said she needed the names of PCOSW members' supervisors in order for letters of thanks to be sent to supervisors from President Ray.
- d. **Communications reminder** – Jana Zvibleman reminded PCOSW members about the PCOSW website and Black Board site and asked members to make any suggestions to improve both sites.

19. NEW BUSINESS:

- a. **OWHE at OSU** – Mirabelle Fernandez-Paul invited everyone to attend the OWHE conference at OSU on January 25, 2013. She said this is the first time this conference has been held outside of Portland. PCOSW members discussed offering scholarships to staff, faculty and students. The cost to attend the conference is \$125 for staff and faculty and \$50 for students.
- b. **Bullying Policy** – Richard Fields from the Office of Equity and Inclusion gave an update on the bullying policy. More info???
- c. **Climate Survey** – Roni Sue from the Office of Equity and Inclusion said a climate survey is in the works. More info???
- d. **PCOSW Education Abroad Scholarship Report** – Jessica Haszard received a \$1,000 study abroad scholarship funded by PCOSW. She did a medical internship in Ecuador where she

studied public and private health care and considered such concerns as contraceptive access. Jessica gave a fascinating report about her work in Ecuador to PCOSW members.

e. Mentoring web update – Anne Gilles – update???

f. Subcommittee Reports: The following committees have been organized: Scholarships and Awards; Work-Life Balance; Diversity and Inclusion; Mentoring and Career Advancement.

- Tuba Azkan-Haller is the convener of the Scholarship and Awards committee. Shandin reported for Tuba that committee members are looking at strategically funding scholarships, considering types of awards, deadlines, publicity, etc. She said the committee will be sending out information very soon about scholarships available to faculty, staff and students to attend the OWHE conference being held at OSU the end of January. She said the committee is also looking at the PCOSW Professional Development Award and possibly changing the deadline, making it more inclusive, improving the submission process, etc.
- Michelle Kutzler is the convener of the Work-Life Balance committee. She said the committee met on December 7th and examined issues raised during the PCOSW retreat in the fall. The committee is considering the current need for licensed, certified childcare either close to home or close to work. The committee has looked at the OSU childcare website and committee members are researching content from the website.
- Jan Spitsbergen said the Mentoring and Career Advancement Committee will continue monitoring the use of contingent faculty at OSU and the issue of no benefits for such faculty. Committee members will also be looking at best practices, and will consider mentoring programs around campus.
- Jennifer Almquist is the Diversity and Inclusion Committee. She said the campus climate assessment is in the planning stages and committee members for the climate assessment project have been named. Issues of advancement, representation of women and retention issues will be examined in STEM fields.

g. Proposal for PCOSW funding from Shandin Rickard – request for professional development funding to do a site visit of Semester at Sea. After much discussion this proposal was granted – amount???

As there was no further business the meeting was adjourned.

Submitted by Candy Pierson-Charlton, Secretary

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President's Commission on the Status of Women

General Meeting

January 11, 2013

Women's Center

20. Call to Order and Welcome: Julie Walkin, PCOSW co-treasurer and facilitator for the January 11, 2013, called the meeting to order at 4 p.m. at the OSU Women's Center. Each attendee gave a self-introduction.

21. Approval of Meeting Minutes: Secretary Candy Pierson-Charlton was not able to attend the meeting. She gave Julie hard copies of the December meeting minutes to distribute at the meeting. As there was no one who could take meeting minutes Julie acted as facilitator and secretary for the meeting. No roster of attendance was taken at the meeting.

22. OLD BUSINESS:

e. Approval of minutes from November and December meetings – reviewed December minutes. Added the \$500 award approved for Shandin Rickard.

f. Appreciation gift for Lisa Hoogesteger – no new information regarding the appreciation gift.

23. NEW BUSINESS:

h. Work/Life Coordinator – Robynn Pease talked about her new position as OSU's first Work Life coordinator. She joined OSU from the University of Kentucky where she was the director of Work Life. Her office will be developing a survey to examine topics such as eldercare, onsite childcare, flexible work arrangements guidelines, an annual Work Life Supervisory Award and pre-retirement planning sessions. Candidates for positions at OSU, and newly hired employees as well as current employees can meet with Robynn confidentially to discuss personal needs. The Greater Oregon Higher Education Recruitment Consortium (GOHERC – goherc.com), is working to help member institutions collaborate and retain talent, especially dual career couples.

i. Speaker Series for the 2012-2013 Academic Year – Anne Gillies and Jan Spitsbergen said PCOSW has approximately \$7,000 remaining to sponsor two speakers for Winter and Spring term. Several potential speakers were suggested by commission members. Members were asked to bring additional information about speakers to the February meeting. It was also suggested that commission members be thinking about a speaker for Fall Term 2013 as it is best to confirm by the end of spring term.

j. OWHE at OSU on January 25, 2013 – Mirabelle Fernandes-Paul reported on the upcoming OWHE conference. Discussion centered on scholarship awards so students, faculty and staff can attend. Michelle Kutzler proposed awarding a total of \$3,000 for the OWHE conference to provide scholarships -- \$50 scholarships for students and \$125 scholarships for staff and faculty. Commission members voted to approve additional funding. Julie Walkin said she

would send an announcement to the PCOSW listserve and **OSU Today** regarding scholarship opportunities.

- k. New Applications for PCOSW Funding** – Jennifer Almquist provided a brief overview of her proposal to present at a conference in Denver, Colorado on the topic of women farmers. Commission members voted and approved a \$500 award for her to attend the conference.

l. Subcommittee Reports:

- Scholarships and Awards Subcommittee: Tuba Azkan-Haller is the convener of the committee. Tuba outlined the progress of the subcommittee which included re-wording of the University Mentoring/Professional Development Award. Nominations will be due mid-March. The subcommittee is also trying to review historical and current expenditures toward scholarships and awards and identify policies and procedures going forward. The scholarship application for students, staff and faculty is being simplified and placed online for ease of use, and to expedite processing.

The meeting ended before the three other sub-committees could report:

- Work-Life Balance subcommittee -- Michelle Kutzler
- Mentoring and Career Advancement subcommittee – Louisa Hooven
- Diversity and Inclusion subcommittee – Jennifer Almquist
 1. Jennifer announced Martin Luther King Jr. events both on and off campus during the next two weeks.

Future topics (this is a “parking lot” for future agenda items) – Childcare and Family Resources Coordinator – Amy Luhn (tbc)

Closing/confirmation of commitments and next steps – Julie Walkin

As there was no further business the meeting was adjourned.

Submitted by Candy Pierson-Charlton, Secretary

Thank you Julie Walkin for providing such excellent notes on the meeting when I couldn't be there!

President's Commission on the Status of Women

General Meeting February 12, 2013 MU 206 – 10:00 to 11:00 a.m.

24. Call to Order and Welcome: Candy Pierson-Charlton, PCOSW secretary and facilitator for the February 12, 2013, called the meeting to order at 10 a.m. in MU 206. Each attendee gave a self-introduction.

25. Approval of Meeting Minutes: Secretary Candy Pierson-Charlton distributed copies of the January meeting minutes. They were approved as presented.

26. NEW BUSINESS:

g. Subcommittee reports:

- ✓ **Work-Life Balance subcommittee – Michelle Kutzler**
- ✓ **Mentoring and Career Advancement subcommittee – Louisa Hooven**
- ✓ **Diversity and Inclusion subcommittee – Jennifer Almquist**
- ✓ **Scholarship and Awards subcommittee – Tuba Ozkan-Haller**

Subcommittee chairs were asked to send Candy a summary of their work to date by March 1st – electronically. She asked that they include a few paragraphs giving an overview of their committee work.

h. PCOSW Funding Recipient Reports:

- ✓ Julie A. Stewart, Veterans Affairs Task Force Director for ASOSU, received funding from PCOSW to go to a SVA conference in Washington D.C. She gave a brief report on the work she is doing in support of veterans at OSU.
- ✓ Samantha Beattie received PCOSW funding to study abroad in Ecuador. She spent fall term in Ecuador and described her experience as a very positive, life changing experience.

i. Funding Requests:

- ✓ Caroline Storm – master's student in Anthropology and Public Health – request for funding for a research project in Kaijachie Village, Sierra Leone. PCOSW members voted to give her \$500 toward her project.
- ✓ Kim Nguyen – instructor in the Department of Speech Communication/Ethnic Studies – request for funding to attend two conferences in London June 17-21 and June 27-29. She is presenting a paper at both conferences. PCOSW members voted to give her \$500 toward the conferences.
- ✓ Shandin Rickard – Education Abroad Scholarships – what did we decide here?

j. Speaker Series for 2012-2013: Discussion?

As there was no further business the meeting was adjourned. Submitted by Candy Pierson-Charlton, Secretary **My notes are very sketchy as I was also facilitating the meeting and didn't do as well taking notes.

President's Commission on the Status of Women

General Meeting

March 15, 2013

Present: Jennifer Almquist, Gabriella Coughlin, Mirabelle Fernandes-Paul, Anne Gillies, Louisa Hooven, Pat Ketcham, Judy Neighbours, Kim Nguyen, Tuba Ozkan-Haller, Robyn Pense, Candy Pierson-Charlton, Shandin Rickard, Kara Ritzheimer, Susana Rivera-Mills, Malinda Shell, Mehra Shirazi, Jan Spitsbergen, Julie Walkin, Jana Zvibleman

27. Call to Order and Welcome: Mirabelle Fernandes-Paul, member of the PCOSW leadership team, called the general commission meeting to order at 12 noon at the Women's Center.

28. Introductions: Mirabelle asked members of the PCOSW commission to introduce themselves at the beginning of the meeting.

29. Old Business:

- Candy Pierson-Charlton, PCOSW secretary, distributed copies of the February meeting minutes. The minutes were approved with two corrections. Shandin Rickard's request for funds was taken off the February agenda so this request needed to be deleted from the minutes. Julie A. Stewart, Veterans Affairs Task Force Director for ASOSU, received funding from PCOSW to attend an SVA conference in Washington D.C. She gave a report on the conference, but another colleague attended the conference in her place. The February meeting minutes need to reflect that change.

30. New Business:

- There was discussion about the letter PCOSW wanted to send to supervisors of PCOSW members. The letter was to thank supervisors for allowing PCOSW members to take time away from their work responsibilities in order to participate on the Commission, and was going to be signed by OSU President Ed Ray. However, the PCOSW letter initiative had a greater impact as President Ray decided he wanted to send a letter of thanks to the broader OSU community for their commitment and involvement in community service at the University.
- **Subcommittee reports:**
- **Work-Life Balance subcommittee headed by Michelle Kutzler:**
It was reported this subcommittee is working on year-end report. Highlights of the report include the hiring of the Work-Life Coordinator Amy Lune, and completion of the work-life tool kit. Other topics include the availability of child care with a focus on different models of care, and the availability of lactation rooms and the need for expansion at OSU. UHDS is considering revitalizing family housing on the OSU campus. The report includes six recommendations for OSU President Ed Ray.
- **Mentoring and Career Advancement subcommittee headed by Louisa Hooven:**
The committee is compiling a list of mentoring resources at OSU with a report to be available by the end of spring term. They continue to discuss faculty discounts for

online classes and the need to offer access and discounts especially for classified staff because their work schedules lack the flexibility afforded to other employees. Louisa said subcommittee members have also discussed OSU employees and contract workers in relation to campus climate, compensation, job categorization, etc.

Commission members discussed the fact that there is not a critical mass of faculty of color at OSU and this is something the University struggles with. The **National Center for Faculty Development and Diversity** was discussed and it was suggested that OSU might want this organization to come to campus to do some workshops. The cost for an institution like OSU to become a member of the Center is \$25,000, but membership includes access to workshops and other Center staff expertise.

- **Diversity and Inclusion Subcommittee headed by Jennifer Almquist:**

Jennifer gave a detailed report at the previous PCOSW meeting and said she didn't have any additional information to share at this time.

- **Scholarships and Awards subcommittee headed by Tuba Ozkan-Haller:**

Tuba said her committee has developed an online application which has streamlined the PCOSW funding application process for campus. The committee has been publicizing the availability of funding, and application numbers are up. Tuba discussed the need to think strategically about how PCOSW allocates funds for scholarships, awards, speakers, etc. Committee members want to encourage applications for the mentoring and professional development award given at University Day.

- Other topics:

- **Update on Status of Bullying Prevention Activity and Anti-bullying Policy:**

The establishment of an anti-bullying policy at OSU continues to move forward and the University is getting close to adopting such a policy. The policy draws on language from the student conduct code, and as part of the implementation process it must go through Faculty Senate, Human Resources and the University legal counsel.

Speaker Series for 2012-2013: Robyn Pense agreed to help with the speakers series. Nancy Aversall (sp?) is available to talk about dual career partners and what universities can do to support dual career partners. The cost to bring her here would be travel and a small stipend. Jane Lubchenco was also suggested as a possible speaker and it was noted that she is back in Oregon. It was also suggested that we put together a panel of professionals who would discuss career paths and career development as a possible speaker series program. PCOSW members decided they would like to have Nancy Aversall speak and also do a program with the professional panel – both to happen spring term. Commission members thought it would be good to offer a fall program put on by the National Center for Faculty Development and Diversity by partnering with different colleges on campus. The Commission is also interested in having Brad Herrington come and speak about work life balance.

As there was no further business the meeting was adjourned.

Submitted by Candy Pierson-Charlton, Secretary

President's Commission on the Status of Women
APRIL 11, 2013
Women's Center 1-2pm

Present: Jennifer Almquist, Marisa Chappell, Hillary Egna, Mirabelle Fernandes-Paul, Emily Herrmann, Louisa Hooven, Pat Ketcham, Laurel Kincl, Michelle Kutzler, Candy Pierson-Charlton, Shandin Rickard, Malinda Shell, Jan Spitsbergen, Julie Walkin, Shiao-ling Yu, Jana Zvibleman

1. Introductions – Shandin Rickard, PCOSW Leadership Team, was the facilitator for the Commission meeting and called the meeting to order at 1 p.m. Commission members introduced themselves.

2. Old Business:

- a) Candy Pierson-Charlton, PCOSW secretary, distributed copies of the March meeting minutes. Minutes were approved as presented.
- b) Announcements:
 - Congratulations to the PCOSW as the letter from President Ray about participation in campus committees/organizations went out March 25th by email to the OSU community.
 - The PCOSW Leadership Team will create an end of year survey that will ask people to express overall satisfaction with the Commission as well as targeted questions about 2012-2013 projects.
 - An end of year event was approved by Commission members and will be a networking reception to be held during dead week of spring term 2013. June 4th is the probable date. The reception will feature posters from each subcommittee on work done, recommendations, committee members, etc., and will highlight those people funded by the PCOSW throughout the year. The event will be open to the OSU community, but specific invitations will be sent to PCOSW members and their supervisors, PCOSW funding awardees, stakeholders and key contributors. Shandin Rickard will send out a call for volunteers to help organize the event.
 - Michelle Kutzler will work to bring a speaker suggested by the Work/Life Balance subcommittee (Nancy Aebersold) to campus in Spring term 2013. The cost of this event will be paid with the PCOSW speakers series funds.

3. New Business

- a) Proposed PCOSW Leadership Team for 2013-2014 includes Jan Spitsbergen, Chair, Julie Walkin, Treasurer, Anne Gillies, Co-treasurer, Kim Nguyen, Membership officer, Candy Pierson-Charlton, Secretary, Shandin Rickard, Web and Publicity officer, Jana Zvibleman, Web and Publicity officer, Mirabelle Fernandes-Paul and Louisa Hooven, LT members.
 - We still need a Leadership Team co-chair. None of the Commission members at the meeting nominated other members for the Leadership Team. However, Commission members were told they have until May 1st to make a nomination, which should be emailed to Jan Spitsbergen, PCOSW Chair.
- b) Sue Theiss, University Ombuds, gave a Power Point presentation on what workplace bullying looks like, its stages, and what is needed to intervene and create change. Sue said once the University bullying policy is fully in place and announced, which should be soon, she will arrange a series of workshops to educate the campus on the process and prevention of bullying. Sue's primary focus is 'what can the manager do?'

- c) Reports:
- Sub-committee conveners were reminded to send their reports to Candy Pierson-Charlton by **MAY 1st** for PCOSW final report. The Leadership Team meeting with President Ray is scheduled for May 29th and he needs a final report from PCOSW at that meeting.
 - Reports should include what the subcommittee did, and what the subcommittee's recommendations are for the PCOSW and for President Ray/OSU. It was suggested that the report be kept to around two pages.
- d) Other items:
- Commission members made a motion to approve Brad Harrington as a speaker for Fall 2013.
 - Future topics (this is a "parking lot" for future agenda items) May meeting agenda item – Fall retreat planning (volunteers needed).

As there was no further business, the meeting was adjourned at 2 p.m.

Submitted by Candy Pierson-Charlton, Secretary.

Please note – meeting minutes were provided by Shandin Rickard, facilitator, of the March meeting.
Thank you Shandin!