

President's Commission on the Status of Women

General Meeting

October 16, 2013, MU 206 – 12 noon to 1:30 p.m.

1. **Call to Order and Welcome:** Anne Gilles, PCOSW co-chair and facilitator for the October 2013 meeting, called the meeting to order at 12 noon in MU 206. Each attendee gave a self-introduction.

2. **New Business:**

Mission and Bylaws

During the PCOSW retreat in September, commission members considered the PCOSW mission and thought it no longer reflects the purpose of PCOSW.

Anne asked for volunteers to convene a committee in order to update the mission statement.

The current mission reads:

The Commission is appointed by the president to actively advocate and promote a positive climate for all university women students, staff, faculty, and administrators. As a direct link with the president, The President's Commission on the Status of Women actively helps women on campus to succeed professionally and personally, creates community awareness of women's issues, and investigates and advocates change by acting as a unifying voice against sexism and institutional sexism.

Retreat participants felt that the introductory information on the PCOSW web page is a better starting point for a mission statement that accurately represents the present role of PCOSW:

The PCOSW actively advocates for and promotes a positive climate for all university women including students, staff, faculty, and administrators. Now in its fourth decade, PCOSW gives voice to women's experiences and perspectives by advocating for gender parity at our university. Rooted in feminist principles, the Commission works to identify and address the changing needs of all women in our university community. By building partnerships and collaborating with others from historically underrepresented groups, PCOSW now seeks to improve the collective status of all who have been silenced or excluded by unexamined norms, beliefs, and practices of the OSU community.

Bylaws: these have been under revision for several years; this work needs to be reviewed and completed. The current bylaws were adopted in 2008 and may be found here:

<http://oregonstate.edu/leadership/pcosw/reports-amp-guidelines>

PCOSW members who volunteered to be on the committee to look at the mission statement and bylaws include Marisa Chappell, Kryn Freehling-Burton, Michelle Kutzler and Candy Pierson-Charlton.

Announcements

Anne asked all commission members to make sure they have access to the PCOSW site on Blackboard. Members should be on the PCOSW listserve and the PCOSW subcommittee listserve. If members need to be added to the listserves or get access to the PCOSW site on Blackboard they should contact Anne Gillies or Cindy Alexis.

Malgo Peszynska is managing the PCOSW website. PCOSW members are invited to send her relevant information/resource links for the PCOSW web page by emailing her at mpesz@math.oregonstate.edu Please put "PCOSW" in the subject line.

Fall President/Provost's lecture series – Michelle Kutzler reminded us that Dr. Brad Harrington will be our fall President/Provost's lecture series/PCOSW sponsored speaker. His work specialty is fatherhood and work/life balance. Here is more information about his presentations:

The New Dad: Caring, Committed and Conflicted

November 14, 2013, 11:30 am

MU Room 206 (sack lunches provided at 11:00 am – please RSVP to Michelle Kutzler)

The New Dad: A Work (and Life) in Progress

November 14, 2013, 6:00 pm

Construction and Engineering Hall, LaSells Stewart Center (reception with light refreshments will begin at 5:30 pm)

RSVPs would be appreciated for more accurate catering service. Please RSVP to Michelle Kutzler at michelle.kutzler@oregonstate.edu.

Child care needs study – the consultant who was hired by the University met with focus groups consisting of students, staff and faculty as part of her information gathering. An online survey will be sent out campus-wide the first week in November for further input.

Paid family leave/work-life balance – Donna Chastain, employee benefits manager from the Office of Human Resources, came to the meeting to share information regarding paid family leave. Discussion centered around six-week paid leave, options for donating leave to employees -- classified employees can donate to other classified employees, but professional and academic faculty cannot. Donna will research best practices and look at leave policies of peer institutions and aspirational peers and share with PCOSW.

Committee updates

Scholarships and Awards – committee discussed application deadlines – sticking with the sixth week of the term; web presence – website was closed during the summer and needs to be activated; discussed making sure recipients list PCOSW as a sponsor in their reports/publicity, etc.; discussed providing Kids Spirit scholarships; want to consider providing funds to Student and Family Support Services; discussed offering two University

Mentoring and Professional Development Awards – one early career award and the other award for a professional who has demonstrated excellence over a lengthy career.

Work-Life Balance – the committee plans to meet next week.

Mentoring and Career Advancement – committee members met and discussed mentoring resources on campus and employee access to resources; shared information about the College of Liberal Arts mentoring information available on the CLA website; discussed College of Forestry and Grad School mentoring information on their websites; committee members want to contact Deans for information, benchmark what is happening at OSU and look at other institutions to see what they are doing/best practices. Down the road would like to have “mentoring” an expectation and built into job descriptions.

Speaker Series – committee met on 10-11-13. Meeting members present Mary Samuel, Dana Sanchez, Mary Hughes and Malinda Shell. Due to time constraints and taking into consideration experience and knowledge needed for the position of the committee lead, decided to request Cindy Alexis to lead the committee (she has kindly agreed). Mary Hughes will be second in charge working closely with Cindy. The committee tentatively decided on speakers. Further action items are highlighted in bold:

- ✓ Jane Lubchenco – The former head of NOAA (**Dana to initiate contact**)
- ✓ Adriane Kezar- Best practices for fixed term faculty (**Mary S to work with Jan Spitsbergen to gather more information**)
- ✓ Mentoring at OSU to be organized by the National Center for Faculty Development and Diversity (**Dana to consult with Susana Rivera-Mills in the College of Liberal Arts**)
- ✓ Other opportunities include partnering with Intercultural Student Services(ISS) on speakers relating to Health disparities (**Malinda will follow up**) and Rut Martinez-Alicea, Facilitator PCC/PSU, one of the workshops she offers is “Working Effectively Across Differences” – focusing on team building, intersectionalities, and understanding systems of power, privilege, discrimination and how to work effectively across differences (**To be discussed at a later time as back up event**).

Status of Women – committee members have not yet met, but have been in contact via email. The committee will consider possibly utilizing graduate students to help with committee research. There may be grad students looking for thesis topics that could also be helpful to the committee’s work.

Meeting with President Ed Ray – Anne said we need to schedule a meeting with President Ray as a follow-up to the meeting held June 8, 2013, where we presented him with a draft of the PCOSW Annual Report.

Closing – Anne thanked Karen Cholewinski for all her hard work on administrative tasks for PCOSW. As there was no further business the meeting was adjourned at 1:30 p.m.

Submitted by Candy Pierson-Charlton, Secretary

February 12, 2014
PCOSW Meeting Minutes

Present: Jennifer Almquist, Mariette Brouwers, Marisa Chappell, Kryn Freeling, Natalia Fernandez, Anne Gillies (co-chair), Louisa Hooven (co-chair), Mary Hughes, Michelle Kutzler, Judy Neighbors, Robynn Pease, Susana Rivera-Mills, Ann Schmierer, Malinda Shell, Jan Spitsbergen, Julie Walkin

1) From Agenda: "Review and possible discussion, if time allows, of revised mission statement for PCOSW (current and revised versions attached as a single document)."

Anne passed out a copy of the current mission statement (Article II of PCOSW bylaws) and the proposed mission statement. Michelle Kutzler described the process that the committee used to develop the new statement. Michele asked for feedback. Group discussed potential changes to make to strengthen the document. Please review the document and send changes to Michelle.

REVISED MISSION STATEMENT DRAFT IS ATTACHED

2) From Agenda: "Charlene Martinez, Program Director of Project Social Justice will be the guest speaker. She will talk about the program and her request for support to bring Climbing PoeTree, an expressive arts, performance-based all women's duo, to campus this spring as guest speakers."

Charlene Martinez, Janet Jacquier, and Teresita Alvarez presented information about Project Social Justice and some upcoming programs, such as "Climbing PoeTree" and "S.T.I.T.C.H.E.D." Climbing PoeTree is a 3 part project: 1) Main performance by Climbing PoeTree: 2) "S.T.I.T.C.H.E.D. which empowers participants to tell their story by writing from an authentic, political and personal place. They then "stitch" the stories to form a quilt of narrative that inspire." The three themes of projects are: 1) Self-reflective; 2) Inquiry; 3) Arts
More information can be found at:

www.climbingpoetree.com

This group has requested funding from PCOSW. The total project will cost about \$9500 and their request to PCOSW is \$5000.

Charlene Martinez also talked about the Mentoring program. Project Social Justice is a nine month pilot mentoring program designed to support the idea of self-as-the-social-change-agent. They strive to match mentors with students interested in social justice issues. Matching usually based on area of interest. The purpose is to develop leadership in social change projects. Charlene described the successes of the program and shared comments made by former participants.

Charlene discussed a goal for future, which includes developing a Living Learning Community. For more information about the mentoring program, please see:

<http://oregonstate.edu/dept/iss/mentoring>

3. From Agenda: Discussion of plan for PCOSW's follow-up meeting with President Ray.

Anne Gillies reported that President Ray would like to schedule a meeting with PCOSW. Anne requested that each subcommittee develop a list of what have worked on, and what we are requesting from the President. Please have this to Anne within the next two weeks.

Include:

- Focus of work.
- Where you are now.
- What intend to accomplish this year.

4. From Agenda: Review draft letter to President Ray re: DPD program

Anne Gillies passed out a draft of the letter for President Ray. Please review and edit.

5. From Agenda: Nominations Committee – seeking volunteers to nominate candidates for next year's PCOSW Leadership team.

Anne Gillies asked for people who would serve on Nominations committee for next year. Bylaws committee members agreed to serve as nominations committee. Descriptions of roles can be found in PCOSW bylaws.

Announcements:

Susana Rivera-Mills reminded everyone of the importance of the upcoming Faculty Senate meeting. She noted that the agenda will have important discussion regarding "Provost Initiative Hiring Program". See website for more information:

<http://oregonstate.edu/senate/agen/2014/0213/>

(click on Provost Initiative Hiring Program)

or:

http://oregonstate.edu/oei/sites/default/files/2014-15_leadership_council_provost_initiative_proposal_final_revision411_2.pdf

PCOSW Meeting Minutes

Tues March 11, 12:00 noon-1:30 PM

Linus Pauling Science Center Classroom, Room 402

Jan Spitsbergen, Facilitator

1. Introductions

2. Old Business

- a. Approval of minutes from Feb

No corrections received; minutes approved

- b. Information requested by President Ed Ray following last PCOSW Leadership meeting with him discussing last year's Annual Report. **We are hoping that the committees have gathered some of these data.**

- i. Ed Ray requested clearer information on who would be responsible for carrying out each of the recommendations made by PCOSW. He also asked us to interface more with leadership on campus to focus on implementing the recommendations.

- ii. Data regarding use of and demand for lactation rooms

Data may be difficult to gather since many use offices and restrooms

- iii, Data regarding current use of paid family leave. The PCOSW recommended that OSU follow the best practices instituted at aspirational universities and adopt a policy providing 6 week of paid family leave per year for all employees. Currently short-term disability pays for 12 weeks of leave which often works well for pregnancy.

- iv. With regard to mentoring, the president would like to see specific plans for departments and units which includes students and all employees. He would like to see evidence-based recommendations with specific steps and point people or groups tasked to implement the recommendations. He advocates integrating mentoring into the job descriptions of faculty and administrators. Should we convene a task force to implement university-wide mentoring? We realize there is no "one size fits all" mentoring program appropriate for every unit.

Mentoring

Implementation and Enforcement Concerns:

- It's not the role of this committee to come up with a mentoring plan implementation; the Provost needs to require all deans to submit a mentoring plan. It's the Provost that needs to enforce the idea. There is a need for University wide enforcement; the idea is that should come from Academic Affairs

Needs Assessment and Data Gathering:

- Idea: talk to the administrative assistants in depts. to see which depts. have mentoring programs (Do we already have this data?)
- Questions to Ask:
 - How do mentoring models impact women?
 - Even when there is a mentoring plan, does it promote equity or as a function of the institution does it perpetuate a culture of inequity? i.e. PCOSW member mentioned a male faculty member that is a designated mentor who does not practice equity toward women within the field. Women may be in positions of leadership yet are disempowered.
 - What is the role of PCOSW to address the needs of women and people of color? Do we as a Commission need to conduct a needs assessment or other campus entity?

Assessment of Mentorship Programs:

- Need to develop mechanism for an outcomes assessment both for the mentors and mentees.
- There would need to be an external review process; perhaps a Faculty senate mentoring committee to review the data

Use of PCOSW Resources:

- Can we use the speaker series funds to jump start a mentorship professional development program and build from that?

Ideas:

- Perhaps Career Services should be involved

- Individual development plans for grads and post docs created by mentors and mentees

- New Faculty Mentorship Program
 - When new staff are hired, within non-classified, is there a period of time for cohorts to go through series of mentoring type processes?
 - The program could be a process to increase retention and create a more inviting culture with the idea that units participate within the campus program so that people feel connected to the campus as a whole.
 - This sounds like an academic affairs program; this would require additional resources.
 - This would be for classified and non-classified; perhaps different programs for the two groups?
 - This sounds like the search advocates process; closing the loop regarding cohort building and retention.

- Training Opportunities for Mentors and Mentees
 - People need to be trained to be mentors regarding best practices to mentorship and what the goals are regarding mentorship.
 - Mentees need professional development options to be able to most effectively use the mentor recommendations. And, there is a need for people to have more than one mentor, internal and external to a person's units.

Outcomes of Mentoring:

What are they? How can a mentorship program move the university forward into the 21st century as a land grant institution?

Need to identify the gap regarding what people need to succeed in the current environment. Mentorship is a tool, one of many, toward specific outcomes.

v. Data regarding unmet need for tuition assistance for employee attendance of Ecampus courses.

vi. Extra Issue: Parking Permit Changes

This plan came out of the parking issues between the community neighborhoods and the campus.

Changes to Occur

- Permits will be on a first come first serve basis, based on years of service to the institution.
- Costs will be the same for students and faculty/staff.
- Parking garage is not an option due to financial reasons according to transit services.
- ADA will be \$100 anywhere on campus
- Transit Services does say that they plan to revamp the shuttle service, especially re: night classes and early morning classes (parking will be free after 5pm, for now).

Concerns:

- Breastfeeding moms were not taken into consideration.
- This is a safety issue, especially walking at night.
- Parking plan is discriminatory because it's based on years of service i.e. pay grade.

What can PCOSW do?

We need to say what the problems are with the proposed system and how they affect women, parents, and minority groups. It is a system of gender, minority, and socioeconomic discrimination. And, it's a safety issue. Need for more security i.e. increased patrolling.

This new plan goes against the idea of work-life balance, esp. parents and people who care for family members. This plan goes against the university's progress toward equity.

ACTION ITEM:

PCOSW will write a letter to the President and copy the parking committee: Anne, Michelle, and 2 others. DEADLINE: by the end of the week/next week.

3. New Business

- a. Revised PCOSW **Mission Statement**—thanks to Kryn and Mariette for the draft that Anne Gillies sent to members earlier this month. We need to vote regarding approval.

Instead of “now its fourth decade” say “founded in 1972”

Question: do we need the President’s by-in regarding the changes we propose. i.e. We vote, pending feedback from the President; we vote to recommend the changes.

Answer: we only need the by-laws to be approved by people present at the meeting. There is no mechanism in the by-laws that says that we need approval by the president:

Vote: Changes Approved Unanimously

- b. Nominations for **Leadership Team** for next year

Need: public relations officer nominee

In the past, the web / public relations officer has been the same person; the by-laws committee has asked Malgo to serve as the public relations position.

Anne: Inara Scott is the current Facebook person; perhaps she can be the public relations person

Need: treasurer (who works closely with UABC)

Need to vote-in the new officers during the April meeting

- c. **Speaker Series**

- i. The membership approved \$5,000 to PSJ to help sponsor Climbing PoeTree to OSU.
- ii. The membership appr \$200 from Women, Gender and Sexuality Studies to host Dr. Hanan Hammad to OSU in April to give a talk on Egyptian women's roles in the Arab Spring and in contemporary Egypt.
- iii. The Speaker Committee has confirmed a January date for a workshop and lecture by Adrianna Kezar, a scholar whose specialty is non-tenure track faculty. We need to assemble as much data as possible regarding our non-tenure track faculty by that time.
- iv. The Speaker Committee is considering scheduling a Mentoring Workshop facilitated by the National Center for Faculty Development and Diversity, a highly respected organization with expertise in mentoring underrepresented minorities.
- d. We need 1 or more volunteers to plan and coordinate the **fall retreat** and need ideas on structure, focus, and a facilitator.
- e. We are soliciting nominee for the **Mentoring & Professional Development Award** sponsored by the Commission.

Kara R: deadline is April 11th / Please distribute widely

f. Budget Update—Julie Walkin

Scholarships: Abundance of applications, so it's become a very competitive; we're only funding about 25% of applications now.

Next year, if we have the same amount of money we'd have about \$20,000

We currently have appx. \$4000 left for the academic year (this can easily be spent by the scholarships committee)

g. Emerging Issues, New Topics of Concern to PCOSW

h. Committee Reports:

i. Work-Life Balance

ii. Scholarship and Awards

iii. Status of Women

iv. Speaker Series

v. Mentoring and Career Advancement

4. Future meeting ideas:

Invite Susan Shaw to discuss the NSF ADVANCE institutional transformation grant that is used to enhance faculty success, particularly for faculty from diverse backgrounds, in STEM disciplines.

Susana has heard positive things about this grant; perhaps this is a step in the mentoring program

Perhaps she can talk at the next PCOSW meeting in April

Invite Dan Edge, this year's Faculty Senate President, to a meeting to discuss issues the faculty Senate is involved with and to have an open dialogue with Commission Members.

Invite the recipient of the PCOSW Mentoring and Professional Development Award in fall term (open conversation and celebration at the October meeting).

5. Announcement

Solidarity Walk Wed March 12th