

PCOSW Membership Meeting
October 15, 2014
11:30am-1:30pm
MU208
Louisa Hooven, Meeting Facilitator

Meeting Minutes

- 11:40am Intros and Icebreaker (meet someone new) – Louisa Hooven
- 11:50am By-Laws Vote (vote to accept or vote to have a discussion later) – Kryn Freehling-Burton
The updates reflect the processes we have in place and what we are already doing. The edits/additions were discussed last spring and were made at that time. By-laws edits began in 2008 and we are now ready to vote! We now have a more of a livable, workable document.
Motion to Vote (by yeas or nays): Inara Scott
Motion Seconded: Abby Metzger
Vote: All “yeas”
- Budget Update - Cindy Alexis / Anne Gillies
We essentially have the same budget as last year
TO DO: Cindy will email everyone with the current budget
- 12:00pm Committees Sign Up Sheets – Louisa Hooven / Amy Davila-Klautzsch, membership coordinator
There are 5 committees; there was discussion regarding establishing a “social committee” at the retreat
TO DO: Amy will compile the committee lists and email out member lists; she will update the committee listservs; and will ask members not on a committee to sign up for one
Mentoring Committee Update – plans to add more information on PCOSW website regarding campus resources
- 12:05pm Retreat Recap - Anne Gillies
Intros / Intersectionality Discussion / Volunteer Groups Success / Committees Plans for the Year
Retreat Packet and Handout will be emailed out by Anne
- Question: How do we get new names on the listserv? Cindy is working on it and will hand it off to Amy D-K

12:05pm Presentation; Malinda Shell and PROMISE intern, Maysa Shakibnia
Malinda is on Speaker Series Sub-Committee (3 events per year)

Health Inequities and Social Justice Symposium, Spring 2015

PLEASE REFER TO THE HANDOUT

- When: April 21st and 22nd 2015
- What: workshops, discussions, and breakout groups with a focus on student health and retention
- Who: Student Health Services with Various Partners and In Search of More; currently there are four committees: logistics, speakers, programs, and marketing
- Why: SHS sees this symposium as a catalyst to do more on campus; focus groups were conducted re: minority health reports to identify areas of concern. Topics: student health services esp. re: the transition to college. Concerns re: students not seeking health services for a variety of reasons that are multi-layered and complex; focus on root causes of health services disparities. The goal is to keep this type of work going; to keep the conversation going via research and curriculum and services on campus
- Fall Term 2014: Save the Dates and a Call for Proposals in Nov. from students, faculty, staff, and local community
- Speakers: if they want a big ticket speaker, they could approach Pres. Ray for additional funds
- Funding: SHS is working with ISS, OEI, Anthro Dept., and CAPS – they are working to reach out to others for more funds
- Funding / Partners Options Discussion (need something that has a short enough funding cycle):
 - Dept. of Public Health and Human Sciences
 - Healthy Campus Grants
 - American Association of University Women (AAUW)
 - CDC - World Health Organization
 - The OSU Foundation (seeking crowd sourcing campaigns)
 - E-campus for webcasts, virtual meeting option
 - Non-profit of Paul Farmer - insurance companies
 - Benton County Health Dept. Latino/a Liaison
 - Trillium Health Co. interest in social justice issues
 - Paul Allen Foundation - Linus Pauling Institute
 - CL@SE - Patti Duncan in WGSS
 - Disabilities Studies Group - Psychology Dept.
 - more task force directors involved = better chance of receiving funds

Book Idea for Next Year 2015-2015

PLEASE REFER TO THE HANDOUT

Who/What: Student Health Services assigned a book regarding diversity awareness and a group would get together to discuss; there was an event at the end of the year where the authors spoke. Perhaps this could be a model for PCOSW, especially for the Speaker Series Committee. The book was *Combined Destinies*; it cost \$5000 to bring the authors to campus. The book is written by two authors regarding race. Perhaps the discussion could lead into intersecting identities?

Ideas and Questions to Consider:

- Someone from CAPS should be present at discussions as a facilitator
- OEI would likely want to partner
- We need to do some planning this year for next year
- Possibility for a larger discussion beyond PCOSW; What about a campus wide reading initiative? Perhaps need to talk to Becky Warner
- For credit options for students and/or encourage for professors include the book in classes
- Need a budget – how large of an initiative to we want it to be?
- How can we be inclusive? How can we encourage people to participate? It's needs to be the right kind of book.
- The concept is great, the book is great, but perhaps we can look into another book? We need to research "Everybody Reads" programs at other universities.
- This year we need to read the book and select it or choose a different book
- Malinda Shell will read *Combined Destinies*; there are four copies in the library
- If you are interested in this idea, contact Malinda Shell

12:45pm Fall term meeting with the President update - Anne Gillies
Cindy Alexis in the process to set up a meeting
TO DO for Committee Chairs: need to update end of year report if you have not already done so

12:55pm Sub-Committees - Louisa Hooven

- Introduce new members and discuss goals for the year
- TO DO for Committees: Each committee needs to create an abstract of its focus for the year to submit to the leadership - this is for the meeting with the President; deadline of Oct 31st for committee chairs to submit the abstracts; submit to Cindy Alexis

Meeting Attendees:

Malgo Peszynska
Judy Neighbors, CAPS
Staci Wade-Hernandez, CAPS
Tracy Vawter, CAPS
Mayela Delatorre, OEI
Kryn Freehling-Burton, WGSS
Mary Samuel, Research Office
Louisa Hooven, Hort.
Anne Gillies, OEI
Malinda Shell, SHS
Inara Scott, COS
Deborah John, PHHS
Amy Davila-Klautzsch, TRIO/SSS
Natalia Fernández, Library-Archives
Amy Luhn, Childcare & Family Resources
Mary Hughes, INTO OSU
Jennifer Doreen, Business Affairs, PCMM
Abby Metzger, CEOAS

PCOSW Membership Meeting

November 13, 2014

10 - 11:30am

Valley Library Willamette Room (3rd Floor)

Cindy Alexis, Meeting Facilitator

Members Present: Cindy Alexis, Natalia Fernandez, Anne Schmierer, Inara Scott, Jennifer Almquist, Abby Metzger, Kelly Vining, Mary Samuel, Dwanee Howard, Kara Ritzheimer, Jan Spitsgergen, Peggy Dolcini, Robynn Pease, Tracy Vawter

Meeting Minutes

10:10am

Welcome/Intros

October Meeting Minutes Approved

Announcements:

- Newly approved by-laws on Blackboard
- Cindy is in the process of getting new members onto Blackboard to have access to the site; Michelle put together a new leadership packet - Jan S. will email this to Cindy
- Advance Grant Coordinators to OSU - Open Forum Schedule to post on Blackboard & PCOSW website - Cindy will email this information to the membership. NSF Advance Program - STEM disciplines for women's advancement; OSU received a grant for over \$3 million
- Lecture with Dr. Jane L on Nov 12, 2014 - fairly good turnout, about 40 people; lecture not recorded, but her talk she gave on NPR is available online

10:15am President's Meeting Update – Cindy Alexis

Meeting Highlights:

- We went through the subcommittee's goals for the year; Dr. Ray and Becky Warner provided feedback
- Work Life Balance
 - David Blake - will provide additional lactation rooms
 - Exit Interviews for faculty; PCOSW will work with Becky Warner's office. To dos: highlight the good and bad of people's experiences
 - Discussion of developing childcare subsidies for faculty/staff; Dr. Ray suggested talking with the OSU Foundation and WISH (this organization is unknown - perhaps it's through the Linus Pauling foundation? Ann S will follow up)
 - Child Care Task Force - working on best location(s) for childcare facilities
 - Bankstreet School for Children; learning lab, not just a day care; it's tied to the College of Education. Dr. Ray mentioned this to think about experiential learning opportunities for OSU students
 - Dr. Ray wants to know what the market demand is for child care. Robynn Pease: Child care and elder care costs are very high due to risk and

insurance costs. So, it's expensive yet, caregivers sometimes cannot make a living.

- FMLA use; Dr. Ray wants to make sure it is used and that there is no penalty or discouragement from using it.
- Status of Women
 - Promotions available for instructors
 - Classification process - salary data is being analyzed to be sure that people are in their proper ranges
 - Post Meeting clarification provided by Becky Warner regarding which types of positions, what kind of analysis, and by whom:
 1. We have brought people to minimums (academic and professional faculty). This puts everyone in the range.
 2. We are working on the academic side to make sure that promotional opportunities are there that can bring multi-year contracts. Actively promoting eligible faculty will help get people to their place in the range.
 3. We are currently working on the policies for "p"romotions (with a small p) for professional faculty that allow for advancement without a waiver.
 - So, salary data have been analyzed for minimums to get everyone in the range. We have asked for "gender" equity analyses, beginning with instructors. We have not done that yet.
 - Working on career path options for various classifications; tracks / tiers for faculty research assistants
 - Dept. leadership has been told that their faculty research assistants need to have paths mapped out within the next three years
 - Discussion of multi-year contracts - 2 year rolling contracts are available, but there is no uniformity among departments with soft money positions. Ann S: year to year contracts are a pause for concern / red flag for potential hires; it really impacts the recruitment process.
 - Committee To Do - avenues for departments to be supported in creating multi-year contracts. The professional faculty association is working on this.
 - Inara Ques: what is the percentage of women within professional faculty positions? the PFLA is mostly run by women i.e. all women are on the Board.
 - Concern: there is a higher level of layoffs of minorities in positions of professional faculty - the subcommittee should look at the data. Contracts are at the discretion of the supervisor - this sets up an environment of vulnerability.
 - Can the subcommittee look into this issue?
 - Discussion to draft a proposal re: funds for institutional research; Becky Warner said this type of work might be best coordinated through the Office of Institutional research and could be tied to the climate survey

- Extension and Women - Dr. Deb Maddy is the one to talk to, but of note, she is retiring in 2015.
- Mentoring and Career Advancement
 - Updating the website; create links to unify information across campus
 - Funds for membership to join mentoring association
 - Becky: mentoring maps; Cindy will work to get the information on Blackboard
 - Does OSU need an independent group, apart from depts., in order to hold depts. accountable?
- Scholarships and Awards
 - Use all funds
 - Showcase awardees
- Speaker Series
 - January Lecture and April Symposium
 - Working on booking speakers for 2015-2016
 - All Members: call for ideas for speakers. Contact Subcommittee.

Other Discussion Points

- PCOSW website - Malgo will work for more visibility on the OSU main page
- Ad Hoc Group to work with ADVANCE grant
- Need to psychological services for faculty/staff; need to raise awareness of the services that are available. However, you cannot compel someone to seek assistance. There is no policy regarding people who are disruptive or inhospitable.
- Dr. Ray's final thoughts?
- Suggestion that Becky meet with the general membership

Notes from the meeting will be available on Blackboard by the end of next week - Natalia F

10:55am Professional Development Opportunities

- OWHE 2015 Annual Conference – Natalia Fernandez
 - The form is not active; please apply:
https://docs.google.com/forms/d/1DnU_t7HvlenWqZmpW5dcVm9K1XEhdytEd7rpLW_1xg4/viewform?c=0&w=1
 - More information: <http://owhenet.jigsy.com/annual-conference>
- CUWFA 2015 Annual Conference – Robynn Pease (conference chair)
 - Embassy Suites in Portland; hosted by OSU, May 6th-8th, 2015
 - Call for Proposals - Please Submit
 - Focus on elder care and child care and retirement
 - More information: <http://www.cuwfa.org/2015-annual-conference>
- PSU New Leadership Oregon - one week program - Jennifer Almquist
 - \$250 sponsorship of students using PCOSW funds
 - C-SPAN Research Study: when women go to college is when they choose whether or not to get into politics so it is essential to support students
<http://www.c-span.org/video/?322691-5/washington-journal-jennifer-lawless-women-politics>

- More information: <http://www.pdx.edu/womens-leadership/new-leadership-oregon>
- Professional Faculty/Instructor Development Funds – Cindy Alexis
 - Funds are available - please apply!
 - More information: <http://oregonstate.edu/admin/aa/professional-facultyinstructor-development-funds-guidelines>

11:05am Parking Discussion – Robynn Pease

- Limited Time Metered Space Passes
 - Amy Luhn had a meeting with Parking Services
 - 8 parking passes for mothers who are breastfeeding at no cost; access through childcare services
- Family Care Needs
 - elder care and family members with care needs or leave for medical reasons
- Proposal to present to the parking committee regarding these needs
 - some lots are getting quite full; especially if you need a particular lot within a specific zone near a specific building
 - idea: car share options; private entities that own the vehicles i.e. enterprise has dedicated spaces around campus; For anyone who might be interested in car sharing, here's information about the program: <http://www.enterprisecarshare.com/car-sharing/program/oregon-state>
 - the reality is there are more cars than parking spaces, so we may need to think creatively and strategically
 - Idea: invite parking services representative to come to a PCOSW meeting to discuss these issues - Cindy will suggest this to the leadership team

11:20am Other General Announcements

- Robynn - OWHE webinar on Tuesday re: dual career assistance will be led by her
- Cindy - be sure to check out the other OWHE webinars
- Elder Care Connections, FMLA discussion Today MU 213 at noon

11:20am Meeting Adjourned

PCOSW Membership Meeting

January 13, 2014

2:00 – 3:30 pm

Valley Library Room 6420

Members Present: Susana Rivera-Mills, Judy Neighbors, Louisa Hooven, Jennifer Almquist, Abby Metzger, Cindy Alexis, Ann Schmierer, Jan Spitsberger, Tracy Vawter, Allison Ramsing, Darlene Russ-eft, Amy Davila-Klautzsch, Anne Gillies, Mayela Delatorre, Kelly Vining, Whitney Jones, and Natalia Fernandez

Meeting Minutes

2:00 pm Welcome & Approval of November Meeting Minutes

One requested change: Page 2 - PFA → PFLA

Anne Gillies made motion to approve the minutes and it was seconded

2:10 pm Whitney Jones – Women’s Center Director AND Subcommittee Updates
Whitney’s role and vision for the Women’s Center

- Whitney has been on campus for 3 years as a CSSA student and she has an MA in WGSS; she has been on the job for about 2 months.
- Women’s Center core values = inclusivity, diversity, collaboration, and accountability. Now that the WC is within Office of Diversity Development, it is an opportunity for all the CRCs to collaborate, especially to address issues via the lens of intersectionality. The WC is interested in partnerships with campus organizations especially regarding sexual assault issues.
- Question: What can PCOSW do to support the WC? Whitney stated that knowing what is happening on campus, what PCOSW is doing, is helpful.

Subcommittees were asked to discuss their goals and activities for the year (both for Whitney to know of PCOSW’s activities and for general updates for the membership)

Speaker Series

- Dr. Adrianna Kezar, a professor from USC coming Thursday for various workshops
- Plan to sponsor the Health and Inequities symposium in the spring
- Planning for 2015-2016 speakers (6-12 months ahead of time)

Awards and Scholarships

- Scholarships applications are now being accepted; deadline of Feb 6th

Status of Women

Goal of Subcommittee is to collect data and/or use existing data sources on campus to look for trends or patterns and to make that information public and understandable

Work Life Balance

- Child Care Assessment Needs Survey - need more options and need campus to be more family friendly. Not just for child care, but elder care as well. Elder care issue is a “to do” however the committee prioritized lactation issues. Also it’s more about dependent care than elder care - better term to use.

- Working on an exit survey for faculty to see if there were any work life balance issues or injustices that led to them leaving

- Last year the committee worked to get a line item in the budget for lactation room support, especially for maintenance, and \$ for renovations or new building plans to include lactation rooms (and have them be nice rooms with amenities)

Member Comment: a larger problem is updating the existing / old buildings. Committee Response: they are working on an assessment for the top 5 priority areas

- Lactation Rooms: information about usage of the rooms: there are keypads and there is data, but not the type of data that provides comprehensive usage - however, at least being able to know how many times a day a room is used would be helpful.

Member Comment: it’s important to think about the future use of the rooms, not just the “now” usage

Member Comment: should we even bother with the data? we should just have them.

Committee Response: The arguments used for showing the need for rooms were more about the benefits to mom and baby, not so much usage

Member Response: Pres. Ray likes stats and asked for statistics

Publicity/Raising awareness about Lactation rooms - how do we get information out there to the public that the rooms are available? There is the issue of after-hours access - usually you need a code and an admin person to give it to you. An automated process may prove security issues. It is something for the committee to think about.

Mentoring and Advancement

In the process of getting information about campus mentoring opportunities on the web - there is info on Equity and Inclusion website, but there is more happening all over campus that needs to be showcased. The committee is in the process of developing a survey to see which depts. have mentoring programs and what they are doing

Any possible collaborations between the WC and PCOSW?

Whitney mentioned that knowing more about the accommodations for lactation rooms would be helpful to know especially for lactation room inclusion in the CRCs

2:30 pm Shireen Hyrapiet – “One Billion Rising” Corvallis Event

“One Billion Rising” for Justice, is a global movement to end violence against women and girls. The Corvallis event will be held on February 14 in the MU Ballroom 1-4pm. It’s a global initiative, but locally, there are events in Portland, Salem, and Eugene; this is the first year in Corvallis. It’s a global awareness initiative (not fund-raising); it’s about raising awareness in your own community, assaults happen locally too. Event partners include ASOSU, the Corvallis community, and the Women’s Center. The event is free and open to the public - if any organization wants tables, let Shireen know. The event will include performances - including dance and drumming - as well as speakers from the Center for Rape and Domestic Violence and the City Council (member Penny York). No need for financial support since ASOSU and the WC are covering the costs of the event. Check on Facebook for an event page. Publicity for the event includes info via the GT and Chamber of Commerce Corvallis website.

Issue Raised: Are there campus services available to the campus communities in Bend and Newport? And elsewhere around the state? For a person on campus or campus related event, yes services available to them. E-campus still has some limitations. The State Attorney General Office website has information about services across the state.

2:45 pm Announcements

Dr. Adrianna Kezar's visit - Cindy sent out email

- Anyone interested in attending lunch, email Cindy
- There was not much admin interest in the workshop options, however, it may have been more an issue of invites being sent late, esp. with the holidays. Member comment: there is a larger problem of getting the word out for people to attend events organized by the Speaker Series Committee
- Idea Discussed: contact people individually to invite them; discussion of who to contact, esp. people in leadership positions i.e. Faculty Status Comm., perhaps someone from the Provost's Office, Leadership Academy members are attending
- Cindy Alexis, and Anne Gillies, and Louisa Hooven are making lists of contacts

OWHE Conference in Bend Jan 22-23, 2015

There are 2 vacant spots for registration costs covered by PCOSW - contact Natalia Fernandez and Cindy Alexis if you would like to attend

3:00 pm Other General Announcements

April is Sexual Awareness Month / April 29th Take Back the Night Event

NSF Advance Institutional Change Grant

- 5 year, \$3.5 million grant for the advancement of women in tenure track position
- Susan Shaw is the PI, with several co-PIs
- Jennifer Almquist is the project manager
- Committees: mentoring, policies and procedures, etc. --- if you are interested in serving, contact Jennifer
- Annual Components:
 - lecture - Rita Colwell, April 20 or 21, former director of NSF
 - summer seminar modeled after the DPD summer class with the topic of transforming the institution
- There could be overlap with PCOSW efforts so it is extra essential to keep the lines of communication open to not duplicate efforts
- More to come!

3:05 pm Meeting Adjourned

PCOSW Membership Meeting

February 12, 2014

10:00 – 11:30 am

Valley Library Room 3622

Members Present: Louisa Hooven, Anne Gillies, Inara Scott, Malinda Shell, Jan Spitsberger, Peggy Dolcini, Mayela Delatorre, Robynn Pease, Abby Metzger, Darlene Russ-Eft, Jennifer Almquist, Dana Sanchez, Mary Hughes, Tracy Vawter, and Natalia Fernández

Meeting Minutes

10:00 am Welcome & Approval of January Meeting Minutes
Motion to approve; minutes approved

10:15 am Sub-Committee Reports re: Progress towards goals for FY15

- SOW: Data analysis: grant activity by rank and gender across colleges
 - Goal to meet with Becky Warner to put the data into context
 - Suggestion: Give a very good draft to receive feedback
 - Presentation re: data analysis: grant activity by rank and gender across colleges; question to answer: how the data breaks down by gender; research goal: for the university to provide better support for people in these positions i.e. bridge funding. Other piece needed: # of classes taught. Note: the Power Point Presentation is available via Blackboard
- SS: Speakers for 2016
 - Committee met this month; moving forward with this year's programs and planning for next year.
 - Update on Health and Equities Symposium: finalizing speakers and speaker details i.e. Dr. David Williams, Harvard School of Public Health; almost 30 programs submitted (mostly internal to OSU, but some external); location: MU, various rooms. The symposium is meant to be a catalyst for more action. Dates: April 21st and 22nd - a Tuesday and Wednesday. There will perhaps be a call for volunteers from PCOSW. Registration will hopefully open later this month.
 - Speakers for Next Year (based on survey distributed in Fall Term)
 - Dr. Mary Ann Mason, School of Law and Social Policy at Berkeley
 - Book: *Do Babies Matter?: Gender and Family in the Ivory Tower (Families in Focus)*
 - Thursday Oct 13th - Lecture and Workshop
 - Kathryn B. H. Clancy, Prof of Anthropology, University of Illinois at Urbana-Champaign
 - Topic: sexual assault during field experiences
 - January 2016; date TBD, a Friday.
 - Dr. Jill Lepore, Harvard
 - Book: *The Secret History of Wonder Woman*
 - Too Busy to Be Speaker

Laura Liswood

Book: The Loudest Duck: Moving Beyond Diversity while Embracing Difference to Achieve Success at Work

She was here in Oct 2014 (sponsored by academic affairs) and she has a very high fee; she could come in May but maybe it would be an unneeded duplication

Idea: Women in Politics / Power Theme; perhaps for 2016 series

Jennifer Lawless - lawyer re: women and gender politics

Melody Rose at PSU – higher education policy

Joan Williams - Bay Area / research re: policy and women's issues

- WLB: Crowd funding campaign plan for child-care subsidy
 - Still in the works: Toolkit for family friendly campus
 - Reviewed exit survey for professional and professorial faculty --- for all unclassified employees
 - Taskforce on Children and Families has a next week meeting with Facilities - getting on Capital Planning Docket so that on-site childcare issues will be presented to the Board of trustees.
 - Crowd funding campaign plan for child-care subsidy:
 - Met with Foundation to brainstorm ideas to add the funds: idea to establish an annual ongoing campaign, send thank you cards to donors, make videos, etc.
 - Foundation does not have the staff / time to dedicate to this campaign. PCOSW needs to offer 5-10 names of potential donors. Only \$9,000 per year for F/S to assist them for childcare. Need a mechanism to add to the fund - April seems like a good month to raise funds.
 - Crowdsourcing: students and/or development officers call people and ask for donations - primarily a social media and email campaign.
 - Ideas:
 - Ask employees to assist their co-workers.
 - Add this to the charitable fund-drive - sign up to give a little each month.
 - Get childcare as an option for donors to donate.
 - Hallie Ford Center: offer to potentially help; PCOSW member on the Admin Group.
 - Search for grants within the foundation esp. for onsite childcare buildings.
 - Question: How much money do we need to make it sustainable? TBD; need the data to figure out how much is needed.
 - The Foundation has specific areas of focus and they can only really help with ideas at this point, not with the operational aspects of making this idea happen.
 - Concern: a capital campaign requires full time job duties; the membership has worries that the committee will be burnt out. Need more assistance, more volunteers. Can the committee commit to an annual campaign? Idea: go to the President to tell him that the plan offered by the

Foundation was not sufficient. This is beyond the service commitment of what PCOSW members should do; university FTE should be made to do this type of work. What do other universities do? We are behind other universities re: onsite care and subsidies. Other institutions receive a few federal grants but basically the university funds the care; OSU applied for but did not receive a grant.

- For the President: Regarding the Crowdsourcing Idea: create a plan to show the labor and time investment to share with the president that this is beyond what PCOSW can do and the institution needs to provide financial support.

11:05 am General announcements

- Teach-In on the 25th - national adjunct walk out day at noon; Louisa will email out more information to the Commission
- One Billion Rising - PCOSW has the option a table at the event; Ballroom in MU
Volunteers needed Sat 14th - 2-4pm - Louisa H - need take down person
Cindy can set up and host the first hour or so
- Final Report for the President ---- early spring term

11:10 am Sub-Committee Work (as necessary)

11:30 am Meeting Adjourned

PCOSW Membership Meeting

March 10, 2015

12:00 – 1:30 pm

Valley Library Room 3622

Members Present: Louisa Hooven, Susana Rivera-Mills, Anne Gillies, Whitney Archer, Mary Hughes, Sophie Pierszalowski, Julie Risien, Jennifer Almquist, Marisa Chappell, Amy Davila-Klautzsch, Malinda Shell, Tracy Vawter, Judy Neighbors, Peggy Dolcini, Cindy Alexis, and Natalia Fernández

Meeting Minutes

12:00 pm Welcome & Approval of February Meeting Minutes - Approved

12:05 pm Guest Speakers

Sophie Pierszalowski – Program Coordinator of OSU STEM Leaders Program

- 5 year grant funded by the NSF with a goal to increase STEM students from traditionally underrepresented groups i.e. minorities and women
- Currently in year 1; funding began Sept 1, 2014
- 40 students with 1st cohort – perhaps 60 in the future
- Program support for students consists of the following:
 - Support that is adaptable to each student; one-on-one meetings to advise, problem solve, make students accountable for their actions, and show that someone cares and is invested in them
 - U-Succeed orientation course regarding “the basics” such as how to write an email to faculty member, how to analyze figures in scientific literature; panels for what STEM can be for students in 2 years, 5 years, etc.; students are matched with peer mentors in upper levels who have research experience (second term students are matched with a faculty for research and they learn from their peer mentors); 3 workshops per term with topics so far including multicultural and gender issues in STEM with invited panel of diverse faculty members as well as a workshop on communication; Spring retreat for socialization
- Other program details:
 - Tracking GPAs and meeting with students
 - Simple application process and recruitment from community colleges, women in engineering, etc.
 - Students are paid a stipend per term for their research and the peer mentors are also paid
 - To make the program sustainable, as there is a decrease in NSF funding across the 5 years, there will be more matching funding and support by STEM department of the university

- Why the program is important:
 - An indirect tool for retention is for students to develop a positive identity in STEM; the program aims to get students to feel like they have a scientific family and feel that they belong i.e. the socialization process; There is a need to expose students to positive examples i.e. female researchers
 - Even if a student wishes to leave a STEM major, the program is there to support the student

Julie Risien – Assistant Director of the Center for Research on Lifelong STEM Learning

- New center on campus that is still figuring out its role; currently in strategic planning mode; goal to build a network on campus for transformational grants; the basic need to be addressed is to bolster success of proposals and broaden impact of research dollars in line with land grant mission of the university – some ideas to this end are to 1) bring together unlikely partners 2) create more vertically integrated admin and faculty 3) leverage opportunities we already have on campus. There is a need on campus to pull together programmatic assessment and evaluated skills; working to bring together is a community of practice.
- Risien's work is to help investigators build the paths i.e. jobs, new technologies, etc. --- she is a neutral convener --- it's about connecting people and building a network of broader impacts – PIs need to be more connected.
- Research Issue that is gender specific:
 - The STEM gap is very wide: only 18% of national grads in STEM are women, the rate has decreased and there is a huge gap in the middle skills area with respect to undergrads and trade school students
 - The middle school drop off occurs via micro aggressions by teachers and classmates; there is research to mediate that drop off through social web mediation, especially outside the school setting i.e. in the home environment. Almost everyone is interested in science but when placed in the school environment, social mediated learning is an issue. A 4-H program is a great positive example because the learning environment is with friends and social connections. Research shows that social mediation is more important for girls than for boys. Need long term research / longitudinal studies to track girls to women in STEM disciplines. Need to provide needs for girls at middle school age to track what happens to those girls in college. Example research: Gender Equity in STEM article re: to make science more culturally relevant, bring in the family.

- Research Issue that is not gender specific:
 - Big data use at the university level. Group at UC Davis to create data flow tools to track how students move through the university. Admin wants to solve the STEM gap problem of recruitment and retention (not gender gap) – issue of gap between graduates and jobs. Tool can be used for earlier intervention to see students behavior re: the correlation between major and other activities – this can be really great data for advisors to have conversations with students
 - Potential issues with this type of data i.e. predicted analytics: we need to be cautious and advisors need to be trained re: gender, culture, and background to best assist students, however, this can be an opportunity for students who might be lost to not be so lost. Also, there are FERPA and ethical issues re: identifying students. For example, can advisors be told that students of a particular ethnic group are struggling in a particular field? The rule of thumb is to look at 8 characteristics to make any pool large enough – this is to protect students since they are humans not data points
- Enhancing STEM education through instruction – impact on structural practices and cultural connections.
 - We need to use evidence based research for the science of teaching; a lot of cultural change on campus needs to occur because there are sensitive issues about how teachers teach i.e. some have issues with being assessed and receiving formative feedback. There needs to be a feedback loop, give and take between the teachers/students. Some students may not be helped but they won't be hurt and this process is very helpful to 1st generation students and some minority group students – the idea is to engage students in the decision making model. Why? If you are from the realm of being a traditional student, you know what to expect and what to do to get the most out of the system, but if you are from a nontraditional group, you do not know what to expect i.e. how to learn in that environment. The Science of Learning: teachers need to understand how to react and adapt to students. Researcher = Candace Thille at Stanford. Bottom line: updated teaching practices disproportionately positively serve under-served populations.
 - Idea: flipping the classroom: use an online tool in replacement of a textbook. Use class time for homework and working together and then home time is going through learning modules / lectures.

- Issues with instruction
 - Equity re: instructors vs professors. Problems with instructor positions = no job security, low pay, and little shared governance in the university. Question: how might this affect future STEM students to see those positions as a future line of work? It's a problem with the academic culture in the United States.
 - Externalities that place constraints i.e. there are only so many funding opportunities and there are P&T requirements
 - Skill sets. Being great at teaching and research are two different skill sets – some people have both, but others do not
 - Experts in the classroom – need to have enough faculty to teach all the courses
 - The culture of “rock star researchers” not engaging with lower level students when they should engage with 100-200 level students to be role models.
- Showing the broader impact: NSF mission “science for the sake of society” – we need to demonstrate the impact that science has on people’s daily lives. NSF says that science needs to show impact and grants outcomes need to include making the path between the research and how it’s important to society. American Association for the Advancement of Science is looking at how programs make decisions to make the system more efficient.

Jennifer Almquist – Project Manager of OREGON STATE ADVANCE

- 5 year NSF grant in month 6 (Jennifer just began in January)
- The particular focus of the project, and NSF’s ADVANCE-Institution Transformation (IT) funding, is on women faculty in STEM disciplines (with the hope that institutional transformation creates better conditions for everyone).
- Seeking three levels of change (individual, institutional, and symbolic):
 - Individual: get people out of labs and meet people in other disciplines for professional development opportunities. An example was an event to foster collaborations between STEM and liberal arts, scientists and social scientists.
 - Challenges: 1) how to encourage people out of their lab environment to meet and engage with others 2) figuring out what is the best use of peoples’ time
 - Institutional/Policy Level: Becky Warner is co-PI and has developed an exist survey get a better understanding about why people leave, especially in terms of the culture and climate of the campus to then make changes. The program is thinking about partnership within campus.

- Ideas / Activities:
 - use the DPD summer seminars curricular transformation content and approach to create individual transformations and equip people with the tools to have successful transformations
 - 2 seminars every year for first two years: Involvement in seminars = first one was by initiation to get buy-in from admin (June session is full), but in future, they will broaden the invites
 - Other formats to engage people other than seminars? Yes, beginning to have conversations. Issue is that there will always be a time commitment challenge, so the program needs to engage people where they already are
- Sustainability after 5 years: the conversations need to begin happening now

Comments and Questions:

- Overview: Jennifer spoke about a change in faculty, Julie discussed a change in pedagogy and learning across lives, and Sophie talked about a need to focus on developing student support structures
- Question Asked: What needs to be looked at, i.e. gaps, of what is not on campus? Re: experiences and successes for women
- Research re: online classes – the university is currently hiring for a research director in e-campus
- Idea of turning the lens on OSU for transformation at OSU to adaptively inform us and to also provide generalizable information for other academic universities
- Need longitudinal study, not just how do students through the university and then salaries as post grads, but also to research regarding about wellness and levels of social engagement
- Questions Asked: What about funding - how can we advocate for more investment?
- Investigations:
 - NSF funded grants at same rate as 10 years ago contrary to faculty protestations
 - Student selection AND diversity has gone up contrary to what some say – the issue is that underserved students having different learning styles and we need to adapt to them
- Faculty have to be willing to change and open to the potential of failure
- Issue of “service” – who does it and what is it? Need to be careful of how we use the term and how it is listed in the PD – its value is different depending on the culture of a dept. and field

Items on the Agenda that were not addressed:

- WLB: Crowd funding campaign plan for child-care subsidy
- Recruitment for Nominating Committee (3-5 individuals)
- Announcements
 - CARDV Fundraising Spaghetti Dinner
 - Subcommittee Listservs – Please be sure to use them!
 - End of Year Subcommittee Reports (highlighting this year's activities and plans for next year) are due Friday, May 1. We'll review these at the May 14 General Membership Meeting and submit them to the President on Wednesday, May 20 before the annual meeting with him to be held on May 27.
 - Other Announcements?

1:30 pm Meeting Adjourned

PCOSW Membership Meeting

April 15, 2015

10:00 – 11:30 am

Valley Library Room 3622

Members Present: Malgo Peszynska, Anne Gillies, Jennifer Almquist, Louisa Hooven, Inara Scott, Peggy Dolcini, Shiao-ling Yu, Mayela Delatorre, Darlene Russ-Eff, Malinda Shell, Mary Hughes, Tracy Vawter, Cindy Alexis, Robynn Pease, Jan Spitsbergen, and Natalia Fernández

Guest Speakers: Mina Ossiander, Craig Marcus, Barbara Taylor, & Susana Rivera-Mills

10:00 Introductions; Approval of March Meeting Minutes; Treasurer's Report

10:10 Mina Ossiander, Mathematics Professor and Co-chair of Infinite Possibilities Conference – Overview of conference

- IPC began in 2005 in Spelman by a group of minority women in Mathematics with Dr. Falconer as mentor; IPC is a place for women to talk about math AND the challenges of being women in a male dominated field. Women in math at OSU is in the 30% range which is much higher than average.
- OSU offered to host last summer; Mina was a co-chair – there were logistical challenges and an issue of the need for financial assistance for students to be able to attend. Could OSU host IPC again in two years? And could PCOSW provide support for a future conference?
- Feedback: Susana Rivera-Mills noted that the environment was great beyond the discipline; it was great to share life journeys among women and minorities.
- Suggestions: connect with SMILE and NSF Improving Undergraduate STEM Education grant.
- ***Please see the PowerPoint Slides for more information***

10:30 Mentoring Panel – Discussion of unit-developed programs

Subcommittee Work:

- 30 units polled re: mentoring programs; 18 responded; 9 said they had mentoring programs
- 3 of 9 = tenure track; 3 = grad and post doc; 1= student mentoring, not faculty; 3 = programs in place for over 10 years and 3 = 5-10 years
- Tenure track PT process success is linked to mentoring programs

3 Speakers:

- College of Liberal Arts - Susana Rivera Mills
- Integrative Biology - Barbara Taylor
- Environmental and Molecular Toxicology - Craig Marcus

Speaker 1: College of Liberal Arts - Susana Rivera Mills

- <http://liberalarts.oregonstate.edu/faculty-mentoring-program>
- Program Background: CLA has 25-30 new faculty hires in 2010 and units needed a program in place to support them. They knew that a rigid top down program was not going to work but needed some structure – college level support and expectations for the unit level.
- Program components (highlights):
 - Annual lunch with the dean
 - 5 luncheons / workshops for faculty; workshops for instructors, assistants, and associates
 - End of year focus group and survey for assessment
 - Faculty survival toolkit (based on grad school kit)
 - Idea: search committee members act as the first mentoring experience for new hires
 - By end of a hire's first term, program wants faculty members to have a match and go through a training.
 - Director has to do an annual check in with both mentors and mentees.
 - A relationship recommended for 3 years at least and then is optional afterwards.
 - The program provides structure but also flexibility.
 - Susana does a yearly training for directors.
- Program Impact:
 - Within 3 years, so a significant cultural change. The timing was right – people were excited about the new hires.
 - Started with assistant profs and then within a year the associates asked for the program too, and then the instructors asked as well.
 - Schools themselves have added elements to the program i.e. faculty writing groups and leadership shadowing program – ideally will add a leadership development component
 - Instructors liked having group mentoring, especially e-campus instructors. CLA supported e-campus coordinator to participate in the program.
 - Favorite feedback – “I feel over mentored”

- Questions:
 - How do you incentivize participation? Included mentoring in PDs both for the mentor and mentee so that the work would be acknowledged. All directors are required to complete an end of the year report to send to the dean – section added on mentoring.
 - What is a timeline example? Search committee works with new hire in the summer and then is assigned a mentor by end of Fall term. However, Susana encourages to have multiple internal and external mentors and by end of year one, at least 3, in order to get advice from various perspectives and about different aspects of the profession.
 - Are all CLA program activities open to the campus? Yes.
 - Is there cross over between level and rank? Yes.

Speaker 2: Integrative Biology - Barbara Taylor

- Program Background: Faculty governance structure adopted in 2007 that feeds into a policy adopted in 2011 for annual reviews (in the process of revising). All promotable faculty including instructors and research faculty participate. New hires are assigned 2 mentors. There are regular meetings to discuss and provide feedback.
- Program components (highlights):
 - Yearly review with chair for first two years in order to prep for the 3rd year review.
 - Peer review of all promotable faculty twice a year by a committee.
 - All submit dossiers and include self-evaluation / reflection piece / PD. Committee is advisory to the chair; write review documents.
 - Faculty review committee, 3-4. Primary and secondary reviewer and the full committee. Reviewee meets with chair to discuss the report.
 - Mentoring committee writes a report for people's files.
 - Mentoring meetings about twice a year; tend to be ad hoc and as needed.
- Program Impact:
 - Acknowledgement of how productive and active faculty are
 - Appreciation for range of services and jobs
 - Chair can review PDs and make changes if need be

- All most recent reviews = meets or exceeds expectations
- Questions:
 - Pros and cons of faculty peer review: It has taken some time for faculty to get accustomed to review each other, however, over time it got easier / more comfortable. The committee cycles every year and eventually everyone will be on it on some point. Pro – takes away the potential for chair favoritism or not. It's the faculty saying their peers are productive or not.
 - What about different types of positions reviewing each other in other positions? Faculty need to be able to explain their work and the challenges and how much time this take – committee can then give feedback. And, the committee is careful of conflict of interest. You know who's on the committee, but not who specifically reviewed you. And, there is a review process outside of the mentoring committee.
 - Who appoints the committee? The chair, but everybody expects to serve.
 - Was there resistance? Yes, at first. The first reviews were a little rough, but ultimately it was very valuable. For unproductive faculty this was an opportunity for a PD review and/or retirement.

Speaker 3: Environmental and Molecular Toxicology - Craig Marcus

- Program Background: 14 tenure track, 6 women. Program is very research intensive. Focus on grad education and research. Mentoring is mostly faculty and grads and post docs, not much junior faculty.
- Program components (highlights):
 - As Dept. Head. Marcus serves as a mentor and works with PDs; review PDs annually and makes changes as need be
 - Annual review form completed by faculty.
 - New faculty meets with mentoring committee – focus on research component re grants, focus research, etc.
 - Most of new faculty either self-select or are assigned an individual.
 - All faculty serve on PT committee; junior faculty cannot vote but can sit and listen – it's open; they know what the questions are and what the expectations are. This is helpful for the intensive 3rd year review.

- Dossier is produced by faculty. Committee gets the external letters.
- Peer review of teaching is annual, but there is very little teaching in the unit.
- Professional development colloquium offered. Span 9-12 months with meetings with career development exercises.
- Have 3 external grants that require mentoring.
- Have developed professional development workshops – grant and paper writing, outreach to k-12, field sampling skills training, etc.
- Resources:
 - “Making the Right Moves: A Practical Guide to Scientific Management for Postdocs and New Faculty” and “How to be a Mentor”

11:30

Request for Nominating Committee - Need 3-5 Members
 Vacant positions include Membership Coordinator and Co-chair; however, individuals may be nominated for any positions. Position descriptions are in the PCOSW By-laws.

Reminder: End of Year Subcommittee Reports. Reports to include summary of this year's activities and plans for next year. These will be submitted to President Ray at the end of May.

Due Friday, May 1. Email to Cindy.Alexis2@oregonstate.edu.

Need representation from all subcommittees at the Pres. meeting.

Announcements

- OSU is hosting the College and University Work-Family Association (CUWFA) conference this year (<http://www.cuwfa.org/2015-annual-conference>)
- PCOSW Scholarship and Professional Development & Mentoring Award - deadline May 1
- “Intertwined” UO Women of Color Conference held May 1 through May 3. See <http://www.intertwinedwocc.com/> for more details.
- Other announcements

11:35

Meeting adjourned

PCOSW Membership Meeting

May 14, 2015

2:00 – 3:30 pm

Valley Library Room 3622

Members Present: Louisa Hooven, Inara Scott, Darlene Russ-Eft, Peggy Dolcini, Anne Gillies, Dana Sanchez, Kelly Vining, Jan Spitsbergen, Tracy Vawter, Robynn Pease, Abby Metzger, Kara Ritzheimer, Malinda Shell, Kryn Freehling-Burton, and Natalia Fernández

Meeting Minutes

2:00 Introductions and Approval of April Meeting Minutes

2:10 Support for post docs - Louisa Hooven, Introduction

- Dorthe Wildenschild, Grad School

Career services for post docs and grad students – fits in with ADVANCE grant re: women in STEM. She has materials in her office if anyone is interested – various reports, i.e. NSF report regarding women and minorities.

SEE PRESENTATION SLIDES (on Blackboard)

Presentation and Discussion:

Slide: The Leaky Pipeline

No programs specifically for women – programs try to help all. However, they are aware of “the leaky pipeline” problem. We lose women as they move through the tenure process. It's harder for women as they get married and have children – it depends on when you have children. Question: are women on a slower path from Associate to Full Professor but eventually get there? There is a lot of support to get from Assistant to Associate but then not so much support from Associate to Full. Is it a lack of confidence? Change in the requirements?

Slide: What happens to the leaks?

There are lots of grads and post docs but do they actually make it into faculty positions? Do they have opportunities for training other than for being a professor? Problem: the statistics are against them getting jobs but if you ask, they think they'll get a faculty position eventually

Question: the 25,000 in non-tenure track academic positions – is this good? bad? Would these people be better off in industry positions?

- Slide: Distribution among Appointment Categories
Mostly Postdoctoral scholars (38%) and then Research Associates (26%) and Research Associate postdocs (25%)
- Slide: Distribution among OSU units
Lots of OAS (11%); next largest units are 8%
- Slide: Gender Distribution
More women as clinical fellows and postdoctoral fellows, however, more men as postdoctoral scholars
- Slide: Changes in annual compensation (13-14) – PLEASE NOTE THIS SLIDE WAS REMOVED FROM THE PRESENTATION
Take data with a grain of salt, still working on how to pull the #s - Data comes from Banner – but the way you extract it from Banner will result in different #s
Idea: it's hard to get grant funding at the moment, so the pay is lower
- Slide: Required IDP?
IDP = individualized development plans; ½ institutions require this
- Slides: Professional Development Programs and Career Service Programs
- Slide: OSU Postdoctoral Association <http://oregonstate.edu/opa/>
- They self-organize; there are two tracks: academic and industry paths
 - Offer lectures, workshops and events for both – these are not targeted for a specific group and they take requests in terms of resources needed.
 - Work a lot with the Center for Teaching and Learning and send students to those workshops.
 - It's about helping students achieve their goals, whatever those may be. The IDP is put in place so that the post doc and mentor communicate properly. In most cases, it's a good process for the post-doc to learn and be prepared for the job search depending on where they want to go.
 - Post Doc scholars have a contract for at least 12 months and then must review the IDP and revise and resubmit – they may have contracts renewed. The post doc is a training position so it's meant to be fruitful, but not long term, no more than 3-5 years.
- Question: what percentage of OSU post-docs have childcare needs? Do not know, but can find out that information.

Slide: Questions (currently being addressed)

Are addressing the leaks and are providing career services for non-academic STEM careers

Collaboration with UO and their services offered, especially online offers?

Other topics of discussion:

- Connection to ADVANCE grant? Not formally, but by professional connections and have offered a panel re: women in STEM work life balance experiences.
- It's more than just writing papers, post docs need to diversify their skill set, i.e. teaching and "real world" skills. The problem is that it's very ingrained in the average post doc mind that they must publish.
- Suggestion: launch awareness to OSU faculty that their success does not just rely on their students going into academia.
- Mentoring is what makes a significant difference for women whether or not they move from post doc to academia.
- What about in Europe? Trends from UK are similar, but in many European countries there is more support for women in the workforce.

Ideas for workshops from PCOSW? Please let Dorthe know!

2:45

Review President's Report

- Meeting with President Ray - 5/27

2:55

Report on Health Inequities Symposium – Malinda Shell

<http://studenthealth.oregonstate.edu/health-promotion/health-inequities-symposium>

- PCOSW was largest donor!
- Again next year? It's about time and money (total amount is about \$17000-19000, not counting Malinda's and interns' time, it's the speakers, food, marketing, a/v, labor at the venue, etc.)
- There is more need for ongoing conversations - perhaps a grant? Need to find a grant that works with the right grant timeline cycle. Malinda is currently working on re-writing her PD to include social justice health issues into her position.

3:05

Vote for new leadership team ~ all in favor of all nominees; membership coordinator position is vacant

3:10

Announcement: next and last meeting is June 9th noon-1:30pm
Meeting Adjourned