

CSW Summary Notes: Executive Committee and President Shelton Meeting
March 18, 2009

Present: Linda Breci, Amanda Brobbel, Juan Garcia, Alison Greene, Cynthia Malbrough, Cheryl Muller, Susan Richards, and Robert Shelton

Overview – CSW Chair, Linda Breci

- Linda thanked Vice President Garcia and President Shelton for their time, and the opportunity to update them on CSW activities.

Workgroup Updates

- **Equity** – Susan Richards
 - President Shelton indicated that he is very pleased with CSW's efforts in the area of equity and fully supports the initiatives as outlined. With regard to the FML for graduate students, the Equity Workgroup should ensure they are including Andrew Comrie, the Graduate College Dean in the negotiations.
 - President Shelton fully supports the continuance of the Staff Excellence Awards and is hopeful that once the 2010 budget is stabilized, continued financial support will be available. The group commented that money is not the “end all” for showing appreciation to employees...the recent SAC surprise visits to employee's work spaces is a perfect example of just one way that the University can show its gratitude to employees.
- **Outreach & Education** – Cheryl Muller
 - Dr. Shelton praised the continued efforts of the Vision Award, the Mini-Grant Program and the other CSW outreach activities. Cheryl outlined one example from the grant awardees of a woman researcher in Bio-5 that asked for funds to attend Toastmaster training to improve her presentation ability. This individual was happy to report that because of the training received she had experienced a monumental increase in confidence (and research funding)! Dr. Shelton offered his wife as a “free” resource in this area as she is an accomplished public speaker.
- **Professional Development** – Cynthia Malbrough
 - Cynthia outlined the Workgroup's thoughts on moving away from the one-day “Intersections” Professional Development Conference toward a more flexible and cost efficient lecture series at lunchtime to allow better flexibility for employees. Dr. Shelton totally understands the concern, but wants to ensure that the group garners feedback from those concerned to ensure that needs are being met.
 - Cynthia also announced that Erin Higley will be taking over the Workgroup Chair responsibilities.
- **Family Care** – Amanda Brobbel
 - The President was updated on the status of the RFPs for the onsite daycare center. While the proposals have not yet been reviewed, the President asked about the requested money commitment, i.e. cost to UA and employees, and ratio of staff to children. Depending on what the proposals contain, he feels that the influx of one-time Federal money coming in the new fiscal year might be a perfect fit for a project like this due to the fact that it is an investment that would then generate ongoing income for the University. So, if the one-time money could be used for the land and

building (shovel-ready project), this might have a positive effect on the operations costs of the center.

- Amanda also updated the President on the project to create more lactation rooms across campus for new mothers. President Shelton suggested that Amanda touch base with Melissa Vito's office in this regard because they are cutting people and space which might free up options for this initiative.
- While many colleges/departments, etc. across campus have come up with temporary or makeshift solutions, the Workgroup feels that the effort needs more official support.

- **Special Events –**

- Alison Greene spoke about the 3rd annual Young Women's Empowerment Academy (YWEA) event that will be held on campus on April 18, 2009. The President applauds this Workgroup's efforts and has, himself, heard many outstanding comments from the UA and outside community about this event...especially that it is free! The advertising net for this event covers 3D-memo, local schools, local papers, radio, TX, and for the first time, a Facebook page. This year's Program aims to tie together the young woman's role within the multiple communities in her life, and how she can be a viable contributor in all of them.

- **Equity & Quality of Life – Linda Brechi**

- The President thanked the group for the position paper they provided, "Equity and Quality of Life at The University of Arizona During Turbulent Times." The President stated that It is no secret that the next several years are going to be very tough financially. The University will transform, which involves cutting components and personnel. This just means that we have to become very smart on getting new money as it becomes available and spending what we do have wisely and effectively. The administration is prepared for another 10% cut July 1st (not across the board), and another 5% in 2010. Once we are in 2010, we hope to be able to use some of the "one-time" money.
- Linda articulated the following areas as the most critical areas to maintain as the cuts come down:
 - Child Care Voucher System – unfortunately, they get used up very quickly – is this the group's "top" priority? President Shelton suggested interfacing with Allison Vaillancourt on this issue.
 - Flex Hours – is supervisor-dependent; however, it is an incentive that will become more important going forward.
 - Qualified Tuition Reduction (QTR) – Board of Regents have been told "not" to touch this. This benefit is so all-encompassing for all levels of UA employees.
 - Parking and Transportation – better solutions for lower-paid employees is the main issue. There needs to be a "variety" of cost levels and better shuttle service/"zip" cars from outlying lots. Another suggestion is "tiered" costs for garage parking rather than one set rate. The University also needs to partner with Sun Tran to establish a couple of UA-specific Express Bus Routes from the Northwest and East sides of Tucson. If the express buses were scheduled from 7-9 am and 4-6 pm, more UA employees would be encouraged to use the city's mass transit system.

Minutes provided by Kim Menezes