

CSW Summary Notes: Executive Committee and President Shelton Meeting November 9, 2010, 4:00 pm

Present: Barb Borich, Amanda Brobbel, Katrina Jagodinsky, Paul Lee, Cheryl Muller, Susan Richards, and Robert Shelton

Overview – CSW Chair, Susan Richards

- Susan thanked President Shelton for his time in spite of his very busy schedule, and the opportunity to update him on CSW issues.
- CSW has had several changes within the leadership since our last meeting.
 - Susan Richards has moved from Equity Chair to CSW Chair
 - Cheryl Muller has moved from Outreach Chair to CSW Vice-Chair
 - Katrina Jagodinsky is the new Equity Chair
 - Barb Borich is the new Outreach Chair
- CSW is staying strong at approximately 33 members, including 6 graduate students. However, our efforts to bring more faculty and men into the membership fell short last year. Our recruiting thrust this year will be to develop an advertising brochure as well as give a facelift to enhance our web presence. President Shelton graciously offered to do his part, wherever feasible, to spread the word about CSW.

Retreat – CSW Vice-Chair, Cheryl Muller

- Our Fall Welcome Meeting was held on September 1st and was very well attended. We focused it as a “working” meeting and put everyone to work brainstorming for a Topic of the Year. We wanted to ensure buy-in on our agreed upon topic to allow for better structure and focus across all of our Workgroups. Our topic is “Hidden Bias.”
- President Shelton agreed that this is an important area and indicated that it can be both policy-driven as well as attitudinal. He is especially concerned about the area of “bullying” within academic environments as has been evidenced in the news lately.

CSW Workgroup Updates

- **Equity** – Katrina Jagodinsky
 - Because the majority of this Group is made up of graduate students, one of the first initiatives was to develop a Graduate Student Survey to measure climate within this group. Our effort is based on a similar effort at the University of Michigan. We have received IRB approval and the survey will be conducted in collaboration with the GPSC. The survey will be online and will target specific listserves under the cognizance of Teresa Embry (groups of 20).
 - The 2nd group to be targeted will be Faculty, and the 3rd will be Staff.
 - President Shelton asked if the survey will target both “home and academic lives?” This will be addressed through a proactive partnership between the Equity and Family Care Workgroups.
 - Another initiative Equity will pursue is mentorship and advocacy. A dialogue with the Association for Women Faculty (AWF) has begun along with interaction with the Women’s Resource Center. CSW may be able to partner with the WRC on a workshop. Our main thrust will be to uncover best shared practices that promote gender equity.
 - Katrina pointed out that UA is the only PAC-10 school that does not have a “permanent” program coordinator within the WRC. The position is filled through student interns funded by student fees for two years at a time.

President Shelton will look into this and see what can be done to make this position permanent.

- **Family Care – Amanda Brobbel**
 - The RFP for space for the on-campus Child Care Center is still ongoing. Waiting on bids and this can take a long time.
 - In the interim, and within the scope of our hidden bias theme, Family Care will be focusing on flexible schedules and working to cast a wider net to help inform and educate at all levels.
 - Group wants to target a multi-level campaign.
 - Amanda referenced a recent report from the Obama Administration on this area, “Work-Life Balance and the Economics of Workplace Flexibility.”
 - Create workshops to encourage and build self-advocacy.
 - Programs geared to both employees and managers.
 - President Shelton is sensitive to the stress levels UA employees have been under for quite some time, as well as the fact that there have been no pay raises of any kind for far too long. He is doing everything to ensure some type of raise (not across the board, but merit) and should be able to announce something by the end of the year.

- **Outreach & Education – Barb Borich**
 - Barb discussed the five Vision Award nominations received...all very deserving individuals. Workgroup will pass their recommendation(s) to the Executive Committee for approval. Vision Awards ceremony will be on Monday, January 24th from 3-5 pm in the Student Union Tubac Room.
 - We are gearing up for our Mini-Grants solicitation in the Spring.
 - Our group will also be working closely with the Staff Advisory Committee in the planning and implementation of the Professional Development Conference scheduled for June 3rd. Our hope is to be able to infuse our hidden bias theme as part of the program.

- **Special Events – Paul Lee**
 - Paul gave a powerpoint presentation on the highlights from the 2010 YWEA.
 - It was a very robust program and feedback was very positive. We had 80 sign up, but we had way more no-shows than usual. So, we plan on initiating a “waiting list” as a means of mediating this problem.
 - We had another group come down from the Fort Apache Indian reservation. This group is planning on coming down for the WISE conference this year, so we have budgeted some funds to help them out should funding be tight.
 - President Shelton asked if the group has looked at a multiplier effect based on participation, and if the group is looking to plan anything specifically for boys.
 - The 2011 YWEA will be held on Saturday, April 23, 2011 in the Tucson and Catalina Rooms in the Student Union. Theme and topics are still undecided at this point, but ideas include:
 - Toastmasters
 - Creative Writing
 - Body Image
 - How to deal with bullying, i.e. Step-Up Program

- President Shelton told the group about an event he participated in that might lend itself to the YWEA: “Celebrating Women in Athletics” that was held during Homecoming. Rocky LaRose would be a good POC.
- **President Shelton**
 - The State House has moved to the right as a result of the mid-term election. So, this will require even more pro-activity on our part to keep higher education in the forefront.
 - We are good for FY11; however, FY12 will be a test, and we are doing what we can now to influence to put ourselves in the best position.

*Adjourned at 5:00 pm
Minutes provided by Kim Menezes*