Commission on the Status of Women

March 9, 2015 Minutes

Teaching Commons, Cline Library

I. Sign-up to attend Arizona Women in Higher Education conference

* Office of the President is paying to cover conference fees for some to attend
* Conference will be on June 11-12, 2015

II. Classroom Management Update

* Event went well
* Discussion on different strategies to manage the classroom as women faculty

III. AAUW Updates

* On February 25, AAUW members saw legislative representatives and discussed some of AAUW’s areas of concern such as Women’s Health, Education, and Human Trafficking
* Harriet Young waiting to do an interview with local media on statewide wage disparities
* ASWI conference on April 18. AAUW will be attending
* Lilly Ledbetter – Equal Pay Day and Birthday Celebration on April 14 at Renaissance Phoenix Downtown. Lunch costs $100
* Next AAUW meeting is on March 25. Topic of discussion is Human Trafficking and Flagstaff

IV. Administrative Updates

* Office of the President is waiting to see how state budget cuts will affect the commissions
* Search for Provost to begin soon

V. Council on Equity and Inclusion Update

* With the budget cuts, commissions should work together and co-sponsor larger events
* Examples of events that all commissions can pursue collectively:
  + Inclusion and Equity Week
  + Fall documentary/film showing
* Commissions could also work with other NAU departments/units to consolidate budgets e.g. International Film Series
* Need to come up with a strategic plan for CSW- what do we want to do next year? We can use the April meeting to brainstorm strategic plan for next AY

VI. Committee Updates

a. COACHE

* No major updates

b. Gender parity

* Committee has drafted its mission statement. One of the major goals of the committee is to provide quantitative data about the representation of women (as students, staff, and faculty) at NAU

**Discussion with President Cheng**

President Cheng opening remarks:

* It is part of President Cheng’s vision to establish a childcare center at NAU. For now, it will be unrealistic to expect the establishment of the center in the next year because of budget cuts. We will be challenged and there will not be much in terms of new resources

Discussion:

* Request by some from CSW to the President to raise the profile of the commissions
  + Staff not coming to commissions. Continue to encourage them to join commission as a way to enhance their professional development
* Women tend to fall in the non-secure faculty positions than men
  + Faculty women paid less, recent stats might be better
  + Some non-tenure track (NTT) faculty are not getting access to research awards
  + Need for qualitative data that will help explain why more women than men are in non-tenure track positions. Qualitative data will provide a holistic understanding
  + Is there a mentorship program for women faculty? It is available through Faculty Development but not through CSW
* What are the other ways to value NTT faculty with current budget constraints?
  + Increase consciousness and awareness for the department chairs and deans
  + Faculty Senate is currently discussing the importance of NTT, to have a voice in governance
* President Cheng wants NAU to get recognition through the Chronicle of Higher Education’s “Great Colleges to Work For”
  + Survey participants will be selected by random sampling
  + Survey open to staff and faculty
* Another issue President Cheng is sensitive to is spousal hiring support
* How can CSW can advise President Cheng?
  + Any issues call the office
  + Mentor our students. IMS has initiated a sister circle mentorship program

VIII. Portree Scholarship

* Committee members of the Portree Scholarship are exploring other ways to raise money for the scholarship
* Basket idea: commissioners are encouraged to contribute a basket individually. Place baskets at 1899 for sale
* Pam and Kathleen will send out an email with more information about the basket idea
* 5k organized by ROTC is on April 18. Early registration is available. Event poster to be distributed soon

IX. By-Laws

* Voting for by laws changes now open
* Email Season and Chrissina with any revision suggestions

Next meeting: April 13, 2015