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Monday, September 26, 2016

12:00 – 1:30 p.m.

Cline Library, Room 169 (Teaching Commons)

**Minutes**

**Attending:**

* Heidi Feigenbaum; Heidi.Feigenbaum@nau.edu
* Sharon Gorman; Sharon.Gorman@nau.edu
* Jamie DeVlieger; jd434@nau.edu
* Carmen Phelps; Carmen.Phelps@nau.edu
* Susan Lauer; Susan.Lauer@nau.edu
* Danielle Gervasio; Danielle.Gervasio@nau.edu
* Carol Lorek; Carol.Lorek@nau.edu
* Sage Argyros; sga46@nau.edu
* Priscilla Mills; Priscilla.Mills@nau.edu
* Laura Huenneke; Laura.Huenneke@nau.edu
* Amanda Loveless; Amanda.Loveless@nau.edu
* Dan Kain; Daniel.Kain@nau.edu
* Rachel Cook; Rachel.Cook@nau.edu
* Jamie Baxter; Jamie.Baxter@nau.edu
* Will Cordeiro; William.Cordeiro@nau.edu
* Maggie Vanderberg; mlh395@nau.edu
* Samantha Clifford; Samantha.Clifford@nau.edu
* Tina Ching-Skrocki; Tina.Ching-Skrocki@nau.edu
* Mary Kate Wolter; MaryKate.Wolter@nau.edu
* Debra Edgerton; Debra.Edgerton@nau.edu
* Paul Jagodzinski; Paul.Jagodzinski@nau.edu
* Wanda Costner

**Meeting brought to order at 12:00pm, by Co-Chair Heidi Feigenbaum.**

1. **Welcome and Introductions**
2. **Announcements**
   1. New Directions in Diversity Symposium – *Navigating the Complexities of Title IX on Sexual Violence and Gender/Gender Identity Discrimination*
      1. November 4th, 2:30-4pm; location to be announced
      2. Will be an informational session on how to support faculty, staff, and students under Title IX. Will have a focus on sexual violence and gender discrimination. Will also have various speakers, including an overview session by Rachel and Paul
   2. Welcome Tea – Friday, October 21 at 2:30pm-4pm, Havasupai A/B
      1. All genders welcome
      2. Main purpose is to welcome new faculty and staff, and to recruit and advertise for CSW, ASWI, and AAUW. Each group will be given the opportunity to speak about their purpose/what they do.
   3. Mayoral Forum, hosted by AAUW and ASWI – Thursday, October 6th, 6:00pm-7:30pm, Murdoch Center
      1. Moderated by Randy Wilson (editor of Arizona Daily Sun)
      2. Discussing topics pertaining to women and under-represented communities
3. **Next CSW meeting (October 24) Diane Verkest will be joining us. What would we like to ask her [ideas below]?**
   1. Is there data available on failed searches? What are the “exit interview” questions?
      1. Do we always ask questions to potential employees that decline offers? What are the questions? Can we get access to this data?
         1. Jamie Baxter can bring a report in on this data (faculty post-offer withdrawals), but it will take time to get.
      2. Is there a way to make this information (exit interviews, failed searches) easily accessible?
      3. Is there a resource that hiring committees have that allows them to dip into to hire more diverse staff/faculty?
      4. Can the number of preferred and/or required qualifications (for jobs) be advertised and enforced?
   2. FMLA questions and ideas:
      1. Why can we not donate sick leave, but we can donate vacation leave (maternity is considered sick leave)?
      2. Having an overview of all of this (FMLA policies) would be helpful
      3. Why do you have to take your FML 12-weeks continuously- why can’t it be broken up?
      4. Flexibility in class schedules- taking an online class vs. in-person class. Can we enforce common policies among colleges in FMLA policies?
4. **Advance grant:** recently changed the requirements. Application might have been pushed back to January.
5. **Meet with subcommittees**
   1. **Gender Equity/Parity Committee** 
      1. Chair: Sam Clifford
      2. Goals:
         1. Establishing peer-to-peer mentorship groups for women (this is in cooperation with faculty development)
            1. This would be for peer groups of anywhere from 3-5 people
            2. The Commission sub-committee would match up the group. The grouping would be matched in a more thematic way (people of similar “rank”), on what they want to work on
            3. First step is looking at how to create an application process for our mentors. Some questions could be: What area are they from, what are they looking for? What department are you from? Do you want to be paired with somebody at NAU, or of a specific department?

Sam Clifford passed around a preliminary/sample application to meeting members.

* + - * 1. Would Diane Verkest want to support the Commissions on workshops to support the mentors?
      1. Start smart salary negotiations workshop for female graduate students
         1. Workshop planned for the Spring. “Start Smart” can present a half-day workshop on salary negotiations for female graduate students. However, there are no “current state people” to facilitate these workshops. Either somebody needs to step up to run it, or we need to bring in somebody from another state/national. Ideally, we can come up with our own workshop for this (including how to interview, how to dress for the interview, salary negotiations). We could draw from NAU and Flagstaff business leaders to have a panel.

Wanda Costner- previously did a presentation on wage negotiations.

* + - * 1. Carol, Tina and Sharon can get together and reach out to Wanda to build something for Spring Semester
  1. **Diversity, Health & Safety Committee** 
     1. Chair: Will Cordeiro
     2. Goals:
        1. Women’s Health
           1. Possibility of putting on, or joining another group, for a “Safety Walk;” walk around campus and identify areas where lighting, ramps, emergency blue light phones, etc. are not present but need to be
           2. Could get the data from the Campus Climate Survey on the safety questions, specifically for cis-gendered/female-identified students
        2. Title IX workshop on November 4th
        3. Diversity Awards; streamlining it, having a better application process, and having an advertisement process
  2. **Work-Life Balance Committee** 
     1. Chair: Pam Powel
     2. Goals: Revising FMLA and in particular looking for revenue neutral ways of making the policy work better
        1. Making FMLA information more public
        2. Childcare; brainstorming new approaches on how to make childcare a more attractive option to the University
           1. Getting some of the information from exit surveys: are exiting employees asked about childcare? Is childcare a reason, or one reason, why they leave?
           2. Maybe down the road we can invite someone from Residence Life to speak on what family housing looks like on campus

**Meeting ended by Co-Chair Sharon Gorman at 1:35pm.**