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COUNCIL ON THE STATUS OF WOMEN

April 1993

The Council on the Status of Women at the University of Iowa consists of twenty voting members (five faculty, five Professional and Scientific staff, five Merit staff, and five students) and five ex officio members (representatives from the Office of Affirmative Action, the Women's Resource and Action Center, the Office of the Vice President for Finance and University Services, the Office of the Vice President for Academic Affairs, and the Rape Victim Advocacy Program). Faculty and staff members serve three-year terms and students serve renewable one-year terms. Announcements about vacancies are published in late Spring. Candidates are voted on by the Council members at the May meeting. The Council usually meets on the third Monday of the month from 3:30 to 5:00 in the Iowa Memorial Union. All are welcome.

The Council acts in an advisory capacity to the administration of the University. In the last couple of years, the Council reviewed proposed policies for sexual harassment, violence on campus, and parental sick leave. Members participate in interviews with candidates for several upper level positions such as Vice Presidents, Deans, and the Affirmative Action Director. Members also participated in the review of the Office of the President and the Office of the Vice President for Academic Affairs. Representatives are sent to meetings of the CIC (Committee on Interinstitutional Cooperation) Women's Network to find out what is happening on other Big Ten campuses concerning women's issues.

This Spring the Council and the Women's Resource and Action Center will present the first annual Jean Y. Jew Women's Rights Award to a person who has demonstrated outstanding effort to improve the status of women on our campus.

The Council on the Status of Women has four active subcommittees which are open to all staff, faculty, and students regardless of membership on the Council itself. Meetings of these groups are informal, generally scheduled as needed. In addition, Council members work together as a whole and with interested others on issues of immediate concern. For example, the Council sponsored a public forum on the disproportionate effect on women of proposed program reductions under implementation of the Strategic Plan. A brief description of the regular subcommittees and their work follows. For further information, call the Subcommittee Chair or a CSW officer.

a) Parenting/Childcare Subcommittee

This subcommittee has been working for several years to promote the dependent care needs on campus, working closely with the four daycares and student government. The groundwork for the proposed UI Policy on Parenting was laid by this group. They have worked toward the integration of the campus daycares into the university. The subcommittee is currently promoting the establishment of a University Charter Committee on Family Care. A survey on the childcare needs of schoolage children conducted in cooperation with the Iowa Cit School Diostrict is being considered.

(Chair: Andrea Zardetto Smith, Psychology, B9 SLP, 335-2463)

b) Affirmative Action Subcommittee

In the past this subcommittee has conducted in depth affirmative action reviews of specific colleges. Recently the group published an extensive review of the Professional and Scientific Employee system and sponsored several forums on relevant issues. The focus this year will be sexual harassment on campus.

(Chair: Nancy Severance, Psychology, 205 SLP, 335-2795)

c) Subcommittee on Campus Homophobia & Lesbian and Gay Concerns

This subcommittee was formed in 1990. In May 1991 the subcommittee administered a survey to pretest a questionnaire on the climate for gays and lesbians on campus. The subcommittee just finished a population sample survey to measure attitudes in the community.

(Chair: Dee Casteel, Pharmacy, 3061 PHARM, 335-8849)

d) Subcommittee on Campus Safety

A subcommittee to promote a safer campus has been newly formed this year.

(Chair: Melinda Dehamer, 922 E. College #B-2, 337-7996)

CSW Officers

1992-93 Chair:

Ellen Heywood, CHSR, S-517 WL, 335-8714

1993-94 Chair-Elect:

Susan Beckett, Computer Ed Lab, 3133 EB, 335-5751

Secretary:

Kathy Nielsen, Psychiatry, 1-117 MEB, 335-5763

## COUNCIL ON THE STATUS OF WOMEN

March 1994

The Council on the Status of Women was founded to insure equity and justice for all women at the University of Iowa. The Council is committed to the development of policies and procedures that promote an environment that respects women's safety, learning and work.

The Council acts as an advisory body to the University administration. Recent work by the Council includes a campus-wide survey on the incidence and prevalence of sexual harassment, a survey to assess the climate for gays, lesbians and bisexuals on campus, and participation in the development and review of the Family Leave policy. Members participate in candidate interviews for upper level positions such as Deans, Vice Presidents, and the Affirmative Action Director. Representatives from the Council also attend meetings of the CIC Women's Advocacy Network to exchange information about what's happening on other Big Ten campuses.

The Council, in conjunction with the Women's Resource and Action Center, founded and presents annually the Jean Y. Jew Women's Rights Award to a person who has demonstrated outstanding effort to improve the status of women on our campus.

The Council consists of twenty voting members (five faculty, five Professional and Scientific staff, five Merit staff, and five students) and six ex officio members (representatives from the Office of Affirmative Action, the Women's Resource and Action Center, the Rape Victim Advocacy Program, Women's Studies, the Office of the Vice President for Finance and University Services, and the Office of the Provost). Faculty and staff serve three year terms and students serve renewable one-year terms. Announcements about vacancies are published in late Spring. Candidates are voted on by the Council members at the May meeting. The Council usually meets the third Monday of the month from 3:30 to 5:00 in the Iowa Memorial Union. All are welcome.

The Council has four active subcommittees that are open to all staff, faculty, and students regardless of membership on the Council itself. In addition, Council members work together as a whole and with other interested persons or organizations on issues of immediate concern. For example, this year the Council cosponsored a live videoconference, *Sexual Harassment: An Academic Affair*, along with the Office of Affirmative Action, the Strategic Planning Committee on Diversity, the Faculty Senate, and the Office of the Provost. A brief description of the subcommittees follows. For more information, contact the subcommittee chair or a CSW officer.

**Parenting and Childcare Concerns Subcommittee:** Has worked for several years to promote the dependent care needs on campus, working closely with the four daycares and student government. This subcommittee laid the groundwork for the UI Family Leave Policy and was instrumental in proposing the University Family Issues Charter committee. A survey on the childcare needs of school age children conducted in cooperation with the Iowa City School District is being considered. (Chair: Andrea Zardetto-Smith, Psychology, B9 SLP, 5-2463, a-zardetto-smith@uiowa.edu)

**Affirmative Action Subcommittee:** Most recently, this group published a report, based on a campus-wide survey, on the incidence and prevalence of sexual harassment on this campus. This group has conducted in depth affirmative action reviews of specific colleges, published an extensive review of the Professional and Scientific Employee system, and sponsored several forums on relevant issues. (Chair: Linda Murray, Hospital School, S295 UHS, 6-1523, linda-murray@uiowa.edu)

**Campus Homophobia Subcommittee:** This subcommittee, formed in 1990, has conducted a survey of faculty and staff to assess the climate for gays, lesbians, and bisexuals on campus. They plan to administer a similar survey to students this year. (Chair: Jodi O'Brien, Sociology, W140 SSH, 5-2487, jobrien@vaxa.weeg.uiowa.edu)

**Campus Safety Subcommittee:** This subcommittee, formed in 1992, sponsored a forum on campus safety in the Fall of 1992 and continues to work on campus safety issues. (Chair: Ann Hutchcroft, Family Practice, 2015 SB, 5-8474, ann-hutchcroft@uiowa.edu)

### CSW Officers

1993-94 Chair:

Susan Beckett, ICAEN, 3133 EB, 5-5751, susan-beckett@uiowa.edu

1994-95 Chair-Elect:

Janice Simmons-Welburn, Reference Dept., LIB, 5-6431, j-simmons-welburn@uiowa.edu

Secretary:

Jennifer Joslin, Women's Studies, 202 JB, 5-0322

# Council on the Status of Women

April 1996

The Council on the Status of Women was founded to insure equity and justice for all women at The University of Iowa. The Council is committed to the development of policies and procedures that promote an environment that respects women's safety, learning and work.

The Council acts as an advisory body to the University administration. Recent work by the Council includes publication of a report card on the university's progress in support of women on campus, development of a proposal for establishing a resource and education center for gay, lesbian, bisexual, and transsexual issues on campus, and participation in the development of new ways to disseminate information on the incidence of violence and sexual assault on campus and on sanctions for perpetrators of sexual harassment. Members participate in candidate interviews for upper level positions such as the President, the Provost, Deans, and Vice Presidents. Representatives from the Council also attend meetings of the CIC Women's Advocacy Network to exchange information about what's happening on other Big Ten campuses.

The Council, in conjunction with the Women's Resource and Action Center, founded and presents annually the Jean Y. Jew Women's Rights Award to a person who has demonstrated outstanding effort to improve the status of women on our campus.

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The Council has three active subcommittees that are open to all staff, faculty, and students including individuals who are not members of the full Council. In addition, Council members work together as a whole with other interested persons and organizations on issues of current concern. For example, this year the Council cosponsored a fall reception on the theme of *Building a Community of Women* with the Associated University Women. For more information, contact the subcommittee chair or a CSW officer.

**Affirmative Action Subcommittee:** This group developed the university report card on the progress of the UI administration with regard to the status of women on campus, and published a *Just the Facts* series to update President Coleman on the history and current of female faculty and staff, campus childcare, violence on campus, and other issues of importance to women. (Chair: Deone Pederson, Admissions, 107 CALH, 335-3839)

**Campus Homophobia Subcommittee:** This subcommittee, formed in 1990, has conducted a survey of faculty and staff to assess the climate for gays, lesbians, and bisexuals on campus, and has developed a proposal for a resource and education center for gay, lesbian, bisexual, and transsexual issues on campus. (Chair: Annmarie Eldering, Civil and Environmental Engineering, 1136 EB, 335-5659)

**Public Relations Subcommittee:** This group, established in 1994, works to promote campus awareness of the activities of the Council. They have hosted an orientation for new Council members, displayed information on the Council and its activities at the IMU, and advertised various Council activities. (Chair: Esther Materón-Arum, Special Support Services, 310 CALH, 335-1416)

## 1995-96 CSW Officers:

Chair	Beverly Marshall-Goodell, WISE Program, 232 JH, 353-2290
Chair-Elect	Esther Materón-Arum, Special Support Services, 310 CALH, 335-1416
Secretary	Judy Moss, Engineering Administration, 3117 EB, 335-5768