

COUNCIL ON THE STATUS OF WOMEN THE UNIVERSITY OF IOWA

September 2007

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 ex-officio members and liaisons representing the Office of Equal Opportunity and Diversity, 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 Human Resources, the Office of the Vice President for Student Services, UI Student Government, Staff Council, Human Resources, and the Rape Victim Advocacy Program. Faculty and staff serve three-year terms, and students renewable one-year terms. Announcements and openings are published in late spring; candidates are voted on by Council members at the May meeting. The Council meets once monthly, with a schedule posted on the CSW web site (www.uiowa.edu/~csw).

The Council acts in an advisory capacity to the administration of the University. In the last few years, the Council has conducted a survey of sexual harassment on campus and made recommendations to campus administrators, participated in a review of the merger of men's and women's athletics (with recommendations and follow-up), and sponsored public engagement and diversity events. Council members also took part in interviews with candidates for UI president and were given opportunities to travel to CIC (Committee on Inter-institutional Cooperation) Women's Network and other campuses to find out what is happening elsewhere in the state and Big Ten concerning women's issues.

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 and scheduled by subcommittee chairs. In addition, the Council also works jointly with WRAC on the Jean Y. Jew Women's Rights Award, soliciting and reviewing award nominations and fundraising for the award's endowment. The Council is also represented on the University Committee on the Celebration of Excellence and Achievement Among Women. Council members also work together as a whole and with interested others on issues of immediate concern. For example, the Council chair meets regularly with the chairs of other diversity councils on campus to address issues of mutual concern, and the Council is represented on a campus committee to promote awareness of sexual harassment and unwelcome behavior. A brief description of the regular subcommittees and their work follows. For further information, contact the committee chair or a CSW officer.

a) CSW Diversity and Campus Climate Committee (chair: Laura Hefley)

Within the past couple of years, this subcommittee has been working on creating short- and long-term goals.

The goal of the Diversity & Campus Climate Committee (formerly the Campus Diversity Committee) is to encourage a university climate that recruits, promotes, and retains a diverse group of women faculty, staff, and students.

Short term projects:

- Recruit 3 elected members to serve on committee.
- Identify campus learning opportunities that promote a positive work and learning environment for women. List resources on CSW website.
- Identify UI policies (family-friendly policies, domestic partner, harassment policies, etc.) and provide links to policies from website.
- Host annual fall reception for women.
- Encourage CSW participation in:
 - 1) Regional Black Faculty and Staff Recruitment and Retention Summit.
 - 2) Race, Privilege and Cultural Competence: Creating Inclusive Communities in a post-Katrina World.

Long term projects:

- Create annual CSW report relating outcomes to Iowa promise.
- Collaborate to create a mentoring program for women faculty and staff (others are already addressing: Provost office, WRAC, WISE, etc.)
- Benchmark with peer institutions:
 - 1) Women's Councils/Commissions: funding level, reporting lines, etc.
 - 2) Mentoring programs for women
- Respond to recommendations in Sexual Harassment Survey

Last year, the Campus Climate and Diversity Committee sponsored a panel discussion on the Uniqueness of the University of Iowa. It was extremely interesting to note that the majority of the panel felt isolated at the start of their careers here at the University. They did not know about the different organizations on campus that could offer support for their new beginning here in Iowa City.

b) CSW Gender Equity in Athletics Committee (chair: Barbara Bennett)

The committee's goal in 2006-07 was to review the progress made on President Skorton's recommendations related to the Athletics Merger Review. The group met with the chairs of the Equity and Student Welfare subcommittees of the Presidential Committee on Athletics. Based on information provided, the group felt that most of the recommendations had been acted on appropriately. The group also met with Teresa Kulper to review the Athletics Organizational Effectiveness Consultation report. Finally, the committee corresponded with Pat Cain to ask her to follow up with Interim President Fethke to request that he provide the written report specified in President Skorton's 2005 recommendations, which were due December 2006. Pat did send him a letter requesting this report, which was now been provided.

c) CSW Herstory Committee (chair: Diana Harris)

This group is working to create processes to document the Council's work. They reviewed CSW files at Iowa Women's Archive, designed new navigation for an updated CSW web site, reviewed similar web sites for ideas for improvements to our own web site, and began work with ITS on a new CSW web site.

d) CSW Unwelcome Behaviors Committee (chair: Josey Bathke)

Formerly called the Sexual Harassment Survey Committee, this group made presentations about the 2004 Sexual Harassment Survey to the Council of Deans, Staff Council, and the staff of the College of Engineering; surveyed female students to determine if they knew about the web site sexualharassment.uiowa.edu and found that 94% did not know about that resource; started a new marketing effort to publicize that web site: highlighters with web address and "get the picture" phrase from the UI's fall 2006 marketing campaign, which will be distributed to students at Weeks of Welcome.

e) CSW/WRAC Jean Y. Jew Women's Rights Award Committee (CSW chair: Liz Constantine; WRAC chair: Monique DiCarlo)

The JYJWRA committee is co-chaired by a CSW Member and a Women's Resource and Action Center (WRAC) staff member. Last year, the committee continued to raise funds with a goal of endowing the award. In December, a year-end letter was sent to past and prospective donors. In October, a selection committee made up of representatives from CSW, WRAC, and other invited guests was assembled. In November, the committee solicited nominations. In February, a recipient was chosen and notified about the awards ceremony (The UI Celebration of Excellence and Achievement and Among Women at The University of Iowa) in March. The recipient receives a framed award and \$1,000.