

**The Presidential Committee on the Role and Status of Women
Meeting with President Schwartz
November 6th,**

Welcome

The Committee members greeted President Schwartz. Rita mentioned that the new signage looks very inviting. She added that the extra lights at night help to give the campus a more secure feeling at night. At that point, the President and Committee members reviewed the agenda.

Childcare

Tina explained that she began working with Dr Nuru-Holm on Childcare development grant proposal. She mentioned that while at a recent City Club breakfast; she met a man from Meadow, a group that specializes in re-designing buildings for daycare usage. She stated that a partnership between this group and CSU might be possible. She also noted that she met with Margaret Medley and that she is excited about the program

Diversity at CSU

President Schwartz relayed some recent workforce data:

51% of the total workforce is female, 31% minority

35% of the faculty is female, 22% minority

28% of the executive staff is female, 27% minority

59% of the professional staff is female, 29% minority

85% of the clerical staff is female, 44% minority

18% of the technical staff is female, 31% minority

0% of the skilled crafts workers are female, 46% are minority

33% of the service workers are female, 76% are minority

Tina mentioned that the numbers should be given to Katie Watkins. They may be beneficial in receiving some grants.

Sexual Harassment

The Committee informed the President that it might be difficult for students to understand where to go to report allegations of sexual harassment. Nancy mentioned that evening students get very little information at all. Dr. Schwartz stated that he will call Mike Droney (IS & T) and have information added to the website that will clearly state where a student should go if they have a complaint. Tina mentioned that perhaps we should look at the programs other universities have in place for dealing with sexual harassment; maybe there is one clear path. The President replied that each school tailors their program to fit the individual environment. Mareyjoyce mentioned that her students fear reporting sexual harassment for several reasons. They fear their final grade may be affected. However, they also fear getting their professor in "trouble", or that the instructor will lose his/her job. Nancy stated that the students need to understand that this behavior is illegal and cannot be tolerated. If a professor sexually harasses a student, consequences will result. President Schwartz informed the Committee that he would like the group to sponsor a sexual harassment workshop with Maria in the Dively auditorium. Connie mentioned that the Chairs' Academy might be a good place for Maria to do a program. It will send a message that upper administration takes the issue seriously. The Committee will check with Dr. Diane Dillard to see if Student Life receives sexual harassment complaints, if so how they handle them. Florence mentioned that business students report occurrences directly to her office.

The Committee's Funding and G.A.

Rita stated that the G.A. portion of the committee's budget is part of the permanent annual budget. The annual letter to Dr. Tumeo asking for a G.A. is unnecessary. The Committee is allotted the funding every year as part of the annual budget.

The Women's Comprehensive Program

PCRSW supports the Women's comprehensive program with the New Women on Campus and Women on Campus who make a Difference. Nancy stated that the Women's Program is very important to the CSU community but receives very little financial support. The President replied that he realizes that both Black Studies and Women's Studies need permanent homes and more support.

Reinventing the PCRSW

The goals may be different from those ten years ago at the inception of the advisory committee, but the function is still important. Nancy told the President that this is his committee and will be steered with his guidance. The President replied that he wants the Committee to tell him what the relevant issues are. He wants the committee to work in areas that the members decide are relevant today to the CSU community.

The Annual Support Staff Luncheon

Mareyjoyce relayed to the President that one of the things that has not yet changed is that the front line clerical workers are still frequently not recognized. They are not even allowed to go to hour-long programs designed to benefit them. Yet, they are part of the glue that holds the university together. Rita added that the Luncheon has grown over the past few years. There are many factors for the recent development. The staff classifications have changed; more people consider themselves eligible for the event. On the other side, the new distinctions also alienate some that have previously attended. It is a moment of recognition that support staff rarely gets and more and more people want to partake. Dr. Schwartz suggested an evening reception in the Levin College Atrium- an informal event with appetizers instead of full meals. It was decided that the issue needs to be revisited at the next committee meeting.

Pay Equity Study

The President wants legitimate people to conduct such a study. The problem is that those individuals are expensive. He will call Mr. Nolan to see if he knows of people qualified to complete a study here. It can be conducted internally. He then asked Nancy to contact Dr. Ziona Austrian from the Urban Studies Department.

Further Steps

Tina will continue to work on the childcare on campus issue. The Committee will discuss the Annual luncheon further. Committee members will meet with Maria regarding the sexual harassment event. The President will contact the Chair's Academy about scheduling a time for a workshop. He will also contact Mike Dronney (IS & T) to change the web page in include information on where to go if a student needs to report an occurrence of sexual harassment.