



**The Presidential Committee on
The Role and Status of Women**

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Presidential Committee on the Role and Status of Women

1993-94 REPORT TO THE PRESIDENT

July 1994

Significant events for the Committee in the 1993-94 year included welcoming a new President to campus and saying goodbye at year-end to four Committee members who were original appointees when the group was formed in 1990. Both occurrences prompted considerable attention to the organization, purpose, and administration of an advisory group that is challenged to enhance the role and status of women at CSU.

Organization

The Committee for 1993-94 was comprised of four faculty members, four professional staff members, four classified staff members, two students, and one ex-officio member. Full Committee meetings were held twice a month throughout the year and additional meetings were held by subcommittees charged with planning and implementing special activities.

To guide its work, the Committee worked throughout the year to develop written procedures for its organization, membership. (See Appendix A.) This piece also reflects its newly established relationship with new President Claire Van Ummersen who agreed to the Committee's continuance, confirmed the established procedures and asked that the Committee regard itself as "eyes and ears" for the President.

The Committee met three times in 1993-94 with President Van Ummersen: 12/13/93, 3/29/94, and 6/07/94

Nominees for Committee replacements were solicited in June 1994, resulting in 26 persons being recommended or self-nominated for five openings. Individual interviews were conducted with each nominee and background was presented at a Committee meeting for a vote on those to be recommended to the President. Five candidates were approved by the President and named in mid-July in time to attend a planning retreat for the 1994-95 year.

In a mid-year retreat, the Committee agreed upon four areas for focus: education, policies, compensation, and environment. The group brainstormed ideas for inclusion in each area (see "Committee Agenda for the Year 2000", January 28, 1994, Appendix B.)

Areas of Primary Interest for 1993-94:

a. Child Care

The Committee followed the implementation process for the Saint Vincent Quadrangle Child Care Center through reports of task force member Janice Patterson.

The Committee recommended that 85% of the Cleveland State University slots for the child care center be reserved for students, with the remainder available to faculty and staff.

The Committee offered to cover up to \$2,000 of the promotional costs involved with informing the campus community about the opening of the child care facility.

(Promotional activities were planned and implemented by a graduate assistant in the Office of Student Life.)

b. Data Collection

The Committee sponsored the administration of a Continuing Education Needs Assessment which resulted in a detailed report about interests of women faculty and staff. (See Appendix C.)

Committee members Chandler, McIntire, and Hollinger initiated a faculty workload gender analysis, to be continued in the next academic year as University background information becomes available.

c. EEO regulations and results

At the request of Vice President for Minority Affairs and Human Relations, the Committee undertook an extensive review of the University's draft Affirmative Action Plan and met with Melodie Yates to discuss the Plan.

The Committee received no further feedback on the University Affirmative Action Plan and assumed it has not been completed.

d. Hiring/layoff procedures

Committee members attending Provost interview sessions routinely asked questions about candidates' records in hiring women. The Committee was informed that the requirement for five years' experience at the Dean's level (and one female candidate's withdrawal from consideration) resulted in an all-male finalist list.

Committee members attending interview sessions for a Dean of Enrollment Management agreed to ask uniform ask questions

about experience with adult women students, and about candidates' knowledge of policies/practices particularly conducive to women's recruitment and retention

e. Leadership training

The Committee discussed with the President ideas for support of attendance at leadership programs, for developing a faculty fellowship to allow a person to try out administration, and for applications for national fellowships. (Unfortunately, none of these ideas bore fruit in 1993-94 and the University employee who was successful in obtaining a national fellowship was male, not female.)

f. Sexual harassment policy and procedures

The Committee continued to express its concern about the lack of specific procedures for handling sexual harassment claims and voiced its opinion that the office of the Ombudsman should be staffed in a manner that would not deter women from reporting there to discuss sensitive issues.

Education and Professional Development

1. Publications:

The Committee published the 3rd Annual Report on the Status of Women at Cleveland State University, providing numerical data about male/female employment, enrollment, graduation, and leadership from 1992-93. (See Appendix D.)

2. Educational Programs:

A. Women's History Month

The Committee sponsored a two-day program (March 7-8, 1994) featuring notable historian Dr. Gerda Lerner, Professor of History Emerita, University of Wisconsin, Madison.

The Committee mounted a display in the University Library using national Women's History Month materials.

B. National Videoconferences

The Committee supported the on-campus presentation of a nationally televised videoconference.

October 20 American Management Association's
 2nd Annual Conference for Working
 Women: Taking the Next Step

C. Continuing Education

Vida Svarcas, a staff member in the Division of Continuing Education, developed and administered a survey to all women on campus to study self-described needs and interests that might be met by continuing education workshops and courses. The survey received a high response rate. Results were tabulated to separately identify and compare needs stated by women in different employment categories. A detailed report was prepared. (See Appendix C.)

The Committee piloted two lunch-hour programs on topics which received high indications of interest.

November 3	The Basics of Personal Finance
December 1	Resume-Writing

Beginning Fall 1994, the Continuing Education Catalog marked selected courses with an hourglass logo to indicate that they were ones identified as needs via the survey.

D. Campus-wide Information session

In February 1994, the Committee presented its Status Report findings and other related material in a sparsely attended informational meeting.

E. Dialog Series

As an outgrowth of the work of a subcommittee on climate, Committee member Dr. Connie Hollinger (Professor, Psychology) led a continuing discussion group which originally focused on Gloria Steinem's Revolution From Within.

E. "Women in Politics" Program

The Committee co-sponsored (with the CSU Department of Political Science and the University of Akron) a Saturday conference for persons interested in political careers. The co-sponsorship carried an offer of reimbursement of the registration fee for student attendees which was not called upon.

F. Diversity Conference

The Committee offered registration fee rebate for student attendees at a May 1994 public conference on diversity issues. No student registrations were paid by the Committee. Two committee members, Janice Patterson and Mareyjoyce Green, presented a program session describing the Committee's origins and activities.

3. Women's Studies

The Committee had no specific involvement with the University's

Women's Studies program in 1993-94, although individual Committee members taught and lectured in courses.

4. Professional Development

In October 1993, the Committee presented a workshop by consultant Patti Holmes on male-female communication styles.

Advice and Advocacy

The President added the Chairperson of the Committee to membership on the President's Cabinet, which increased the flow of general University information to the Committee.

Affirmative Action -- The Committee conducted a section-by-section review of the University's draft Affirmative Action Plan. The Committee is concerned that its diligent work and that of other University committees and offices has gone unrecognized, in that the Plan itself has not been formally completed.

Compensation Study -- The Committee alerted the President to its concern that women were underrepresented on the Compensation Study Task Force, which resulted in the appointment of Janice Patterson to that group.

Interim Appointments -- The Committee voiced its continuing concern about the University's process for making interim appointments and the disparate arrangements regarding stipends for such appointments.

Title IX -- Committee Member Judy Richards was reappointed as chair of the University's Title IX committee and continued to apprise the Committee of ongoing monitoring activities.

Functional Mission -- Several members participated in the meetings involving the development of the University mission statement, and were able to insert Committee concerns about educational equity and employment.

Family and Medical Leave Act -- The Committee reviewed the policy approved by CSU Board of Trustees in compliance with federal regulations and expressed concern that the policy did not really provide uniformity, since vacation and sick leave is available on different bases to different categories of employees.

Security forces -- The Committee expressed concern about a rumor that the CSU police force would be melded into a Quadrangle security service and addressed the "psychological safety factor" that is present with a uniformed, highly trained, CSU-identified force.

Rape education -- The Committee advocated unsuccessfully for the continuance of a rape education program after its grant funding ended. The Committee will continue to monitor how issues regarding rape are handled on campus.

Drugs and Alcohol -- The Committee heard a presentation about the University's compliance with the Drugfree Schools and Communities Act and issues of women and alcoholism.

N.O.W. organizing efforts -- The Committee was represented at several meetings called by the Cleveland Chapter of the National Organization of Women to provide information on alleged discrimination of women at CSU. After three or four such meetings, advance publicity about such meetings was no longer available on campus.

Campus "climate" -- In an effort to promote greater harmony and a more productive environment for study and work, the Committee proposed to the President several methods for eliciting concerns and responding to perceived problems.

Membership

The major membership concern for the Committee in 1993-94 was that several members were not able to attend on regular basis. This prompted the Committee to formalize its intentions regarding advance notice when a member is unable to attend. In addition, members with irregular attendance were formally queried about their preference for continuance for another term. This resulted in the need to replace two members whose three-year terms have not expired and a third person who resigned.

Budget

The Committee's 1993-94 budget was a continuation of its 1992-93 budget. Expenditures were considerably below that of the previous year, due to conservative event planning and success in obtaining cooperative funding for several activities. The total budget that has been presented for 1994-95 remains the same as in the previous two years, but the stipend for the graduate assistant has been increased to provide 20-hour-a-week support to the Committee instead of 10 hours per week.

Appendices

- A. Procedures for committee Organization
- B. Committee Agenda for the Year 2000
- C. Continuing Education Survey
- D. 3rd Annual Report on the Role and Status of Women

Presidential Committee on the Role and Status of Women

1993-94
Revised Winter 1994

Mittie Chandler	UB 108	687-3861
Elizabeth Chesko	MU 332	687-2503
Margaret Gallagher	RT 1456	687-4625
Mareyjoyce Green	UC 363	687-4674
Connie Hollinger	SH 221A	687-2551
Catherine Light	FT 201	523-7317
Jane McIntyre	RT 1920	687-3909
Janice Patterson (Chair)	UB 216A	687-5533 or 687-2135
Kathy Price	CB	<u>696</u> -6717
Judy Richards	FT 815	687-4620
Charlette Redding	FT 811	687-2223
Glenda Rink	SH 455	687-2572
Donna Whyte	RT 1227	687-9396
Lynda Yupa	EB 103E	687-4847