

PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN
Annual Report to President 2008-2009
KSU Commission on the Status of Women
July 1, 2010

FY 2010 Accomplishments

Identifying Needs and Priorities

The PCSW began this year with the goal of evaluating the needs and issues of K-State women. To accomplish this, we first contracted Jan Middendorf of Office of Educational Innovation and Evaluation (OEIE) to conduct a focus group to determine and report on environmental and equity concerns. The second step in this process will be to develop and conduct a survey of K-State's female employees to help set the mission and priorities of the PCSW. In addition to the focus group conducted by OEIE, the Women of K-State Leadership Group organized and conducted SWOT Analysis sessions, and information from those analyses was added to the survey content. The information gleaned from this survey is also expected to provide the information President Schulz needs to be able to provide the PCSW with a formal charge.

Some issues facing female students have been addressed this year since certain topics concern all women, but we are aware that the employees have been given more opportunities to express their opinions. Beginning when classes reconvene in the fall, we will work with Student Senate and other student groups to identify and prioritize the concerns facing female students.

Lactation Areas

There is a proposal (Appendix A) on Bruce Shubert's (VPAF) desk to provide private spaces for new mothers to breastfeed and pump. Phase I is ready to move forward as soon as it is approved, and it will provide twenty-three areas, sixteen on the Manhattan campus and seven on the Salina campus, for lactation. The spaces in this phase are relatively simple and inexpensive to prepare for use. We will then work with the university web team to develop an online map showing where the areas are and which resources are available in each one.

Once these areas are in use, we will evaluate the usage and remaining need, and then work with the Division of Facilities to locate usable space in underserved areas. We were informed that the Olathe campus will have lactation spaces included in the construction plans. In addition to serving an existing need, this project will meet the lactation space requirements of the Federal Health Care Act.

FMLA and Maternity Leave

The PCSW conducted a survey of department heads, deans, and directors to determine how FMLA is handled after the birth or adoption of a child. It was obvious from the results that further action must be taken to develop a consistent university-wide policy for the use of leave for all aspects of FMLA. We recommend a committee or task force to consider the existing policy and to develop an in-depth manual for administering FMLA.

In addition, we did a cost analysis to determine the feasibility of providing six weeks of paid maternity leave to full-time, non-temporary faculty and staff, and believe this is something that should be considered further. A proposal was presented to the President in early June, and is attached as Appendix B.

Daycare

We were asked to do some research on the daycare issues facing the Manhattan community. After talking to several of the key players working to improve the situation, we felt this was a project too big for our group to undertake. We do feel that the university needs to set the demonstrate support for daycare funding by first finding money to fund our own Child Development Center.

In addition, we believe the creation of a President's Commission on Families should be considered to look at daycare and additional needs of working parents. The needs of working parents could easily take over the entire agenda of the PCSW, and the fathers should be allowed a role in the resolution of these issues.

Aggieville Safety

This is an ongoing area of concern for the PCSW. Mary Todd works closely with representatives of the Aggieville merchants, the City of Manhattan, Ft. Riley, and law enforcement and security agencies to find solutions to the issues. She does this as part of her position as the director of the Women's Center, and has the full support of the PCSW.

Health and Safety Fliers

For most of the 2009-2010 academic year, the flier covers in the restrooms have been in use by the H1N1 group to inform the campus community of the importance of hand washing to control the spread of illness. Beginning in the fall, an Art class will be developing new fliers, and we will be able to start changing them more frequently.

Future Goals

Charge and Mission Statement

We are looking forward to working with you to develop a charge and Mission Statement for the PCSW.

Thank you, President Schulz, for taking the time to review this report and agreeing to meet with us to discuss the work of the Commission on the Status of Women. We look forward to our continued work with you on behalf of women at K-State.

2009-2010 KSU Commission on the Status of Women

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