

2012 Report to the President

The purpose of the President's Commission on the Status of Women -- PCSW -- is to review the roles, needs and opportunities for women on campus and to make recommendations for change where appropriate.

The following is a report of the PCSW's accomplishments from the past year and the future goals of the commission. This report was put together as a result of the annual meeting with Kirk Schulz, president of Kansas State University.

Accomplishments

Lactation stations: One area of need on campus has been for permanently designated rooms that can be used by nursing women to express breast milk. Rooms in Willard Hall, Leadership Studies, Anderson Hall, Leasure Hall and Umberger Hall -- with two rooms -- have been established as lactation stations on the Manhattan campus. These six areas have each been equipped with privacy dividers, an electrical outlet, a table and a chair. There are also two designated areas at K-State Salina -- 117 Salina Technology Center and the Student Life Center female restroom -- and one area at K-State Olathe. We will be publicizing these rooms on the campus map, the PCSW website and through K-State Today in the near future. A sign-in sheet will be placed in these areas to document the utilization of the rooms.

Health and safety fliers: The PCSW has had an ongoing project of public awareness of safety and health-related issues. The campaign has been communicated using fliers and posters in the campus restrooms. We have covered a variety of topics, the latest one supporting K-State Counseling Services. Other fliers have addressed health and food safety issues, peer pressure, and physical and sexual abuse.

The president's office has agreed to hire temporary student assistants to help distribute fliers in restrooms across campus, which will allow for the fliers to be changed out more frequently. The president's office has also agreed to pay for the printing of the fliers.

Current and future goals

From the results of the K-State women surveys conducted in 2010 and 2011, we have determined that the commission's priorities and future goals should be centered on professional development, equitable pay and work/life balance.

Professional development fund: A working group is creating guidelines for the use of the \$10,000 fund that was set aside for professional development for classified and non-faculty unclassified employees. This goal aligns with K-State 2025 Theme 5. The working group is preparing to accept proposals in the fall 2012. The PCSW will review and grant a personal reimbursement of up to 50 percent of expenses with a maximum of \$500 per academic year. After one year, the fund will be evaluated for effectiveness.

Equitable pay: The Salary Equity Model of K-State employees, done as a research project by a Ph.D. student in statistics and overseen by Leigh Murray, professor in statistics, is nearing completion.

Work/life balance: It is clear from the survey results that the need for a paid family leave is a priority. One example of the need would be for maternity leave. Currently, even at the highest rate of leave accrual possible at the university, a woman would have to work about

two years without taking a single day of vacation or sick leave to build up enough paid leave for her 12 weeks of allotted FMLA leave.

Developing a paid family leave would fit with K-State 2025 Theme 5's goals of ensuring compensation -- including non-monetary -- for all employees comparable to our benchmark institutions and regional employers, and implementing programs to improve work/life balance.

The PCSW is aware that this is a State of Kansas issue. At present, while there is support for this benefit in the K-State community, there appears to be less support for such a benefit change at some of the other Regents institutions. The PCSW will continue to explore and advocate for this benefit with other institutions and the state.

In conclusion

The PCSW continues to work to address issues important to women on the campuses and to recommend possible solutions to those issues to central administration.

The PCSW appreciates the support of President Schulz and K-State's administration regarding the progress thus far. Thank you 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.

2011-2012 K-State Commission on the Status of Women

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