

2016 Mid Semester 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 of women, including students, faculty and staff at Kansas State University and to make recommendations to the university president for change where appropriate.

The following provides PCSW's goals for the current year and issues that the committee felt should be brought to the President's attention.

Goals for this year

Lactation stations: This is an area that PCSW have continued to work on for several years. Pictures of some of the older lactation stations show that they could use some updating. Realizing that money to update is an obstacle, PCSW thought we could get some newer furniture by contacting departments who are relocating to see if their furniture could be useful. Also the addition of posters and magazines would be a nice touch to these rooms. We would also like to update the map that shows the location of all of the lactation stations as there have been some added in the last few years. Finally, PCSW felt the maps needed a more visible online presence, and also linked to other sites such as the PCSW website.

Health and safety fliers: The PCSW has had an ongoing project of public awareness of safety, health and sexual violence related issues since it was established. One of the methods for communicating information about these issues has been posters in the campus restrooms. There are a number of timely topics that we would like to tackle this semester including location of lactation stations, location of gender neutral restrooms, and ability to use the restroom of your identified gender.

Professional Development Fund: The purpose of this fund is to support K-State full-time University Support Staff and Unclassified (non-faculty) Professionals in obtaining professional development by providing limited funding. We will use the \$5,000 fund allocated for this project to continue to award these funds to eligible employees. The PCSW will review and grant a personal reimbursement of up to 50 percent of expenses with a maximum of \$500 per academic year.

Equitable Pay: This is still an issue for woman that we would like to address while we are fully aware of the budgetary restrictions for the university at this time. We appreciate the efforts of Human Capital Services (HCS) with the Total Rewards program to work towards establishing a more equitable pay scale across campus. However, there is still work that needs to be done to not only attract and retain faculty and staff, but to provide a living wage for all employees.

Additional Issues of Concern

Lack of a SANE/SART nurse program in Manhattan: Currently there is not a Sexual Assault Nurse Examiner/Sexual Assault Response Team available in Manhattan Kansas. A victim of sexual violence would have to drive to Salina, Topeka or Wichita with serious threat to not only their mental and physical state but also to any viable evidence from the incident. Riley County Attorney Barry Wilkerson has supported the addition of this service in Manhattan. This is a very serious issue with not only a Division I University but also the close proximity of a military base at Fort Riley. We would like to see Kansas State University take an active role in getting this program up and running in Manhattan.

Spousal accommodation beyond the initial hiring stage: When a new employee is hired often times there will be a change in life situation that requires their spouse/partner to stay at home so the spousal accommodation is not needed at the time of hire. Once the spouse is ready to get back into the work force the opportunities for dual career are gone. An employment service like Career and Employment Service has available for K-state Alumni would be helpful and could be considered a retention tool for these employees. Collaboration with the City of Manhattan, Riley County and other outside entities could also be valuable to all parties concerned.

Sexual Violence: PCSW urges the President to support an open and unconstrained university-wide conversation about sexual assault and our sexual assault policy, facilitated by the release of data related to sexual assault from the CARE office Title IX survey, an active Title IX task force, and ongoing prevention, training, counseling and reporting. Even though Title IX compliance mandates have been a financial commitment and time consuming for many staff on all campuses, PCSW emphasizes the need to continue awareness, training, counseling and reporting of sexual violence.

The PCSW will continue to work to address the above issues that are important to women on the campuses, to review other issues or concerns, and recommend possible solutions to those issues. The PCSW appreciates the support of President Myers and K-State's administration regarding our progress thus far.

Thank you for taking the time to review this report and we hope to meet to discuss the work of the Commission on the Status of Women at the end of the 2016-2017 school year.

We look forward to our continued work with you on behalf of women at K-State.

2016-2017 President's Commission on the Status of Women (8075)

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