

Presidents Commission on the Status of Women

Attendance: Stephanie Jacques, Brian Neihof, Dave Stewart, Stephanie Bannister, Karen Low, Melissa Linderburger, DeeAnna Fugate.

May 10, 2012

Update on postings: We have not received the list of bathroom locations from Mary Todd. Stephanie will follow-up and we will start fresh in the Fall.

Lactation stations: The door for the Willard location is being painted. The partitions for the other locations have been ordered but communication with the company has been challenging. Still waiting on the outlets for leadership studies to be installed.

Professional Development Fund: Read the first draft of the guidelines. Explained that the funds will be for women only. *We need to ask for direction on where applications for funds to be sent (to what office).* There are still pieces to be worked out. We need to determine if this process is for reimbursement only? How do we get ahead to avoid applicants being out of pocket financially for some time? The award of funds needs to be tied to development connected to their job. We need to really push and publicize the mindleaders.

Discussion continued on the possibility of including classes and speakers in funding. What about covering distance fees for online classes and travel costs. The committee decided that we need to develop a criterion for awards list and then a rubric to evaluate applications. Try to tie it back in to K-State 2025 and the HLC. *This is a question for President Schulz: What is he wanting to see the money used for? What part of 2025 can this process be connected to?* Eventually when the documents are done we need to run them by Lynn Carlin for Feedback.

Family leave – no update and no action. *Action item for conversation with the president: we want to focus on family leave (or work/life balance), pay equity and professional development.* Stephanie will present questions in a proposal format and then send the President a letter summarizing their conversation.

Question for the presidents on who to visit with about flex scheduling and job sharing? We would like to pursue work life balance climate samples of similar projects can be found at Nebraska, University of Tennessee, and Texas AM

Question for the President on cross-training: What is the viability of building cross training opportunities that might allow for job sharing and professional development? How can we promote cross- training?

Once the funding for professional development piece is finalized we will present a budget request for on-going funding to the President. We want to ensure that he is supportive of this becoming a permanent budget line.

The committee would like there to be a commitment to not just use the human capital consultant as an out but to advocate for real action to follow that process and results to come forth.