

President's Commission on the Status of Women

Thursday, November 8, 2012

Anderson Hall Room 21

11:00 a.m. to 12:00 p.m.

Call to Order

Committee Chair Stephanie Jacques called the meeting to order at 11:00 a.m.

Committee Introductions

In attendance were: Stephanie Jacques, Stephanie Bannister, DeeAnna Fugate, Jen Schlegel, Melissa Linenberger, Ann Marie Treinen, Beverley Earles, Dave Stewart, Mary Tolar, Patricia Ackerman (via teleconference), Mary Todd, Brian Niehoff, and Michele Janette.

Subcommittee Reports

Lactation Stations -- New logs will be posted soon on the walls in the lactation stations. This log will direct people to the Axio survey, to the PCSW website, or to the PCSW general email. Stephanie Jacques will set up a psw@ksu.edu (or similar) email account. Mary Tolar is working on other ways to provide information on the need for stations with assistance from DeeAnna Fugate.

Professional Development Fund -- The committee received four applications and will approve each of them for the requested amounts. This leaves \$8,000+ for applications in Spring 2013. Questions raised about evaluation criteria included things like - Are we going to support annual conferences? Are travel costs allowable? The committee decided that at this point in time we support any kind of application with the option to restrict criteria further in the future. The sub-committee will be review the current application form and decision criteria in order to make recommendations at a later meeting.

Family Leave -- Guest speakers, Stephanie Harvey with HR, Linda Jones with Aflac, and Angie Reed with K-State Credit Union came to present Aflac's short-term disability program to the committee.

* Stephanie Harvey brought a fact sheet on FMLA, see attached, in regards to child birth.

* Angie Reed introduced how Aflac was brought to university employees through the credit union since it is not offered to all state employees and mentioned that to participate in this program you must be a credit union member (\$25 minimum deposit) and a university employee.

* Linda Jones presented a packet of information on Aflac's short-term disability, see attached. To use this policy for pregnancy you must sign up for the coverage before becoming pregnant. In case of illnesses (which includes maternity) payments start after your elimination period. You chose the length of elimination - 1 wk, 2 wk, 30 days, etc. Then there is a six or eight week payment amount depending on delivery type, covers about 2/3 of your pay. This plan can also be used for accidents, surgery recovery, etc. Payments from this program start immediately in case of accidents and are made until you return to work full time. Currently you must apply for the policy and go through underwriting. This may change to guaranteed approval if the campus was offering the policy instead of the credit union. This program cannot be paid for with payroll deduction.

Educational Outreach -- Mary Todd presented several of the posters that go in restrooms across campus. New posters are slated to go up just before Christmas, see attached for the next in the series.

Listing of Subcommittee Members

Lactation Stations: Stephanie Bannister, Stephanie Jacques, Melissa Loehr and Jen Schlegel

Professional Development Fund: Ann Marie Treinen, Karen Low, DeeAnna Fugate,
and Melissa Linenberger

Family Leave: Beverly Earles and Stephanie Jacques

Educational Outreach: Patricia Ackerman, Mary Todd, and Karli Webster (Website Maintenance)

Climate Survey

Discussion on a climate survey was tabled until the next meeting due to time constraints.

Adjournment

Committee Chair Stephanie Jacques adjourned the meeting at 12:10 pm

Respectfully submitted by Jen Schlegel