The University Committee on Women (UCW) was active during the 2009-2010 academic year through its subcommittee work, invitation of guests to meetings, and the overall discussions generated by its dynamic membership. Please see the membership roster included in Appendix A.

The following are highlights of key activities and accomplishments of UCW over the past year:

**Executive Committee** (submitted by Julia Graden)
Members: Julia Graden, Chair (P & S), Jen Blackhurst, Chair-Elect (Faculty), Ingrid Lilligren, Past Chair (faculty), Susan Carlson (Provost), and Deb Larkin (supervisory/confidential).

Goals: Increase visibility of UCW across campus and to encourage and support a high level of productivity by subcommittees.

Results: Monthly meetings were held with the entire committee; the Executive Committee also met monthly, one week prior to the general meetings.

The following were invited guest speakers at UCW meetings during the year; Kevin Kane and Jonathan Wickert, co-chairs of the “Be a Magnet for Attracting World-Class Faculty and Staff Taskforce” for the new strategic plan; Jamie Pollard, Director of Athletics and Calli Sanders, Senior Associate Director of Athletics (to update UCW on women in athletics); and Executive Vice President and Provost Hoffman, Sharon Quisenberry (VPRED), and David Oliver, Assoc. Dean, LAS.

The Executive Committee met separately with Provost Hoffman twice (once each semester) to discuss issues and activities of UCW.

**Women in Athletics** (submitted by Penny Rice)
Members: Mary Pink (chair, resigned fall 09), Marcia Anderson, Lauri Dusselier, Cynthia Feller, Penny Rice (interim chair)

Goals: To explore the graduation rate for female athletes; examine the athletic budget to further understand the structure of athletic budgets to enable the committee members to be informed ambassadors, and research coaching equity.

Results: The UCW Athletics subcommittee coordinated an annual visit with the Athletics Director, Jaime Pollard, and Senior Associate Director, Calli Sanders on February 2, 2010. UCW was invited to tour the Sukup Basketball Complex, followed by a presentation by Pollard and Sanders. The tour and presentation was well attended by UCW members (25). Pollard presented highlights from the 2009 Equity Report developed in collaboration with the Equity Subcommittee of ISU Athletics Council. In
addition, Pollard presented copies of the Athletics Department Finances. This report explained some of the complexities of the Athletics Department budget, revenue sources, expenses, and Cyclone Club Reserve. Both reports are available for review in Appendix B.

The Athletics Department has been doing outstanding work achieving and maintaining gender equity within the department. The Athletics Council and Equity Committee keep close tabs on compliance with Title IX and NCAA regulations. After reviewing the Cross Unit Planning Committee reports, it is recommended that UCW focus on areas throughout campus that need our attention.

**College Review & Oversight Subcommittee**

Members: Connie Post, Chair; Ingrid Lilligren, Peng Liu, Tanya Zanish-Belcher, Kate Schwennsen, Amanda Scott-Williams; Kristen Constant consultant.

*Goals: Review and report on the status of women faculty, staff and students in the College of Design.*

Results: The report was completed fall 2009 and the results were discussed with the Dean before being published. The report has been forwarded to the Executive Vice President and Provost Elizabeth Hoffman. It is anticipated a follow-up meeting will be held in one year. Please see Status of Women in the College of Design report in Appendix C.

The review of the College of Veterinary Medicine is in progress. *Estimated completion date is spring 2011.*

**Mentoring** (submitted by Ashley Ratute)

Members: Ashley Ratute, Chair; Chris Fowler, Deb Larkin, Marcia Rosenbusch, Deb Thornburg, Meifen Wei

*Goals: 1) Find out what mentor programs are currently in place 2) Make current programs more visible to those in need of mentoring 3) Create mentorship program for P&S/S&C/Merit/Grad Students 4) Find out if there is grant funding available to create a mentorship program.*

Results: This was the first year the UCW has had a Mentor subcommittee. They discussed several strategies for creating a mentorship program for ISU women faculty, staff, and students. The ideas generated from other existing mentor programs at ISU. Discussion included selecting a group of interested participants to complete a mentor program. The group hopes to invite speakers to discuss mentor/mentee relationships, how to network, and other beneficial topics. Throughout the program, mentors and mentees will create a beneficial and rewarding relationship. The subcommittee plans to apply for a Women’s Enrichment Grant this next academic year. The group plans to work with the Women’s Center at the Tea Room lunches to distribute information on mentoring and network possibilities.
Strategic Plan Subcommittee
Members: Kimberly Zarecor, Chair; Susan Carlson, Sasha Kemmet, Cathy Kling, Tobie Matava, Lynn Paxson

Goals: To provide input to the 2010 Strategic Plan Task Force regarding priority issues affecting recruitment and retention of women faculty and staff at ISU.

Results: The subcommittee welcomed the following guests to our November 9th meeting; Kevin Kane and Jonathan Wickert, co-chairs of the “Be a Magnet for Attracting World-Class Faculty and Staff Taskforce” for the new strategic plan. Priority issues were discussed and many were included in the draft of the task force’s final report to Provost Hoffman. The input will be discussed again as the Strategic Planning Writing Committee combines input from the four task forces to prepare the final Strategic Plan document.

Work Life Subcommittee (submitted by Michele Farnham)
Members: Chair; Michele Farnham, Paula Beckman, Cosette Bergman, Melissa Gruhn, Mindy Schminke, Steffani Simbric

Goals: 1) To obtain more information about leave policies; particularly about the reasons for having only three days of bereavement leave for immediate family members (spouse & children) and why ISU doesn’t have a specific maternity leave policy 2) to obtain more information about tuition reimbursement programs 3) to set up a presentation by an HR person and/or Elaine Newell, Ombudsman, to speak at a UCW meeting.

Results: Kristi Darr, Manager of Human Resources, answered our questions electronically. She doesn’t know the reasons behind only having three days for bereavement of immediate family, but that employees will often use vacation or sick leave (if medically related) to extend time off. Departments are often flexible with staff during this time. Maternity Leave- employees are most often eligible for FMLA and/or use sick leave and other leave types to cover their pay during their absence. ISU employees do receive large leave accruals (in comparison to the private sector) in order to manage long-term illnesses or childbirth. (http://www.hrs.iastate.edu/hrs/node/49)

Development Programs- There are four types of development programs that Iowa State University offers for its staff. 1) P&S Development Grants 2) Merit & P&S Tuition Reimbursement Program 3) Departmental Tuition Assistance and 4) Office of Learning & Development.

Tuition reimbursement statistics-

- Merit- average per term 32-50
- P&S- average per term 159-185
- Faculty- not eligible
- Women- not broken down that way
- Men- not broken down that way
- Undergraduate programs- average from past terms- 66 course per term
- Graduate programs- average from past terms- 165 courses per term
- Up to maximum of 9 credit for entire year- 3 credits per term

The Ombuds Office- There was some discussion in the March UCW meeting as to why there is a higher number of women requesting services at the Ombuds Office & perhaps we should invite Elaine Newell to speak at a UCW meeting during the 2010-2011 academic year.

Chair Notes:

- History of Women website will be permanently hosted by the website of UCW.
- UCW was a sponsor in the amount of $100 for Lilly Ledbetter to speak on campus spring 2010; Ledbetter was the plaintiff in the American employment discrimination case Ledbetter v. Goodyear Tire & Rubber Inc. The Lilly Ledbetter Fair Pay Act is named after her.
- The UCW committee typically meets with President Geoffroy and EVPP Hoffman once during the year. The President was suddenly called away from our March meeting and Sharon Quisenberry (VPRED) and David Oliver, Assoc. Dean of LAS were invited to speak in his absence along with EVPP Hoffman.
- Susan Carlson, Associate Provost for Faculty Advancement and Diversity, will be leaving ISU this summer to become vice provost for academic personnel in the University of California system.

Appendix A

UCW Membership 2009-10

<table>
<thead>
<tr>
<th>Leadership</th>
<th>Program Coordinator, Family Resource Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>Julia Graden</td>
<td>Chair (P&amp;S)</td>
</tr>
<tr>
<td>Jennifer Blackhurst</td>
<td>Vice Chair (faculty)</td>
</tr>
<tr>
<td>Ingrid Lillgren</td>
<td>Past Chair (faculty)</td>
</tr>
<tr>
<td>Susan Carlson</td>
<td>Provost</td>
</tr>
<tr>
<td>Ruth Birch</td>
<td>Admin Support</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Faculty Representation</th>
<th>Dept</th>
<th>Title</th>
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<tbody>
<tr>
<td>Claire Andreasen</td>
<td>Vet Medicine</td>
<td>Professor and Chair, Veterinary Pathology</td>
</tr>
<tr>
<td>Kristen Constant</td>
<td>Engineering</td>
<td>Associate Professor, Materials Science &amp; Engineering</td>
</tr>
<tr>
<td>Catherine Kling</td>
<td>Agriculture</td>
<td>Professor, Economics</td>
</tr>
<tr>
<td>Tobie Matava</td>
<td>Library</td>
<td>Assistant Professor/Subject Specialist</td>
</tr>
<tr>
<td>Lynn Paxson</td>
<td>Design</td>
<td>Associate Professor, Architecture</td>
</tr>
<tr>
<td>Marcia Rosenbusch</td>
<td>Human Sciences</td>
<td>Adj Assoc Professor, Curriculum and Instruction</td>
</tr>
<tr>
<td>Meifen Wei</td>
<td>LAS</td>
<td>Associate Professor, Psychology</td>
</tr>
<tr>
<td>Kimberly Zarecor</td>
<td>Faculty Senate</td>
<td>Assistant Professor, Architecture</td>
</tr>
</tbody>
</table>
P&S Representation
Leah Berte P&S Academic Advisor, College of Business
Lora Leigh Chrystal P&S Program Coordinator, Program for Women in Science & Engineering
Michele Farnham P&S Program Coordinator, Facilities Services, ISU Research Park
Chris Fowler P&S Assistant Director, Margaret Sloss Women's Center
Mary Beth Golemo P&S Program Coordinator, Community Center, Frederiksen Court Apartments
Melissa Gruhn P&S Council Program Coordinator, Chemistry Stores
Susan Masters P&S Program Coordinator, Sponsored Programs Admin
Lisa Orgler P&S Assistant Director, Reiman Gardens

Merit Representation
Marcia Anderson Merit Secretary, Office of University Marketing
Paula Beckman Merit Secretary, Agricultural Education & Studies
Cosette Bergman AFSCME Secretary, Student Disability Resources
Cynthia Feller Merit Secretary, Ames Lab
Sally Houser Merit Secretary, Facilities Planning & Management
Deb Larkin S/C Council Lieutenant, Public Safety
Mindy Schminke Merit Record Analyst, Veterinary Medicine Admin
Deb Thornburg Merit Secretary, Economics

Student Representation
Sasha Kemmet Graduate Electrical and Computer Engineering
Ashley Ratute Graduate Apparel, Educational Studies & Hospitality Management
Tara Wilford Undergraduate Sociology

Women's Leadership Consortium (WLC) Sustaining Members
Bonnie Bowen WLC Director, ISU ADVANCE Program
Dawn Bratsch-Prince WLC Interim Director, Women's Studies Program
Dianne Bystrom WLC Director, Carrie Chapman Catt Center for Women & Politics
Lauri Dusselier WLC Program Coordinator, Thielen Student Health Center
Carla Espinoza WLC Associate Vice President, Human Resource Services
Andrea Henry WLC Executive Director, YWCA
Pat Miller WLC Director, University Lectures Program
Penny Rice WLC Director, Margaret Sloss Women's Center
Calli Sanders WLC Sr. Associate Director, Athletics Department
Steffani Simbric WLC Program Assistant, Public Safety
Tanya Zanish-Belcher WLC Associate Professor, Library
Karen Zunkel WLC Director, Women in Science & Engineering