University Committee on Women
Final Report, 1999-2000

Following is a brief report of the major activities of the University Committee on Women (UCW) for the academic year 1999-2000. Attached is the membership list.

A fall retreat was held to kick off the year on September 10, 1999. The purpose was to set goals for the year and develop an action plan (See attached agenda). The action plan resulting from the retreat was the formation of three working teams that would address the concerns and issues identified by the members.

Working Teams

1. Data and Assessment Team-- Its goal was to analyze data from ISU and other universities to determine whether specific departments are making progress in increasing the number of women faculty, staff, and students. The College of Agriculture served as the pilot study, since the leadership in this college was in transition.

   The study, “A Report on the Status of Women in the College of Agriculture--Faculty, Graduate and Undergraduate Students, and Professional and Scientific Staff,” was presented to the UCW membership and approved on May 8, 2000. On May 17, 2000, the study was presented to the Provost with a cover letter summarizing the key findings (see attached letter). Then, on June 26 some members of the Data and Assessment Team and the UCW chair met with the Provost, discussed the report, and made these recommendations: a) the report should be distributed and discussed with the College of Agriculture and its departments; b) the Provost should seek similar information from all colleges and departments; and c) the University should obtain and analyze similar data from peer institutions.

2. Networking and Outreach Team-- Its goal for the year was to gather resources and information from campus and community sources that serve women. This information would be distributed to contact points that women commonly utilize. Additionally, the team worked to provide women opportunities to network, share ideas and resources, and gain a
better understanding of the positive steps that are currently being undertaken to improve women's experiences. To achieve these objectives, the team created a questionnaire for distribution to offices, departments, agencies, and individuals that serve women. Upon completion of the questionnaire, it was discovered that the American Red Cross compiles a resource manual that would serve this purpose for UCW. It will be available sometime during summer 2000. Initially, it was recommended that UCW purchase a copy for the Women's Center. After further discussion, it was determined that several offices on campus should have a copy of the manual (Women's Center, Student Answer Center, Office of Campus & Adult Student Services, Student Counseling Services, Dean of Students Office, Student Health Services, etc.). Several UCW members indicated their office would purchase a copy of the manual to have available in their office. A complete list of offices with the resource manual will be compiled and distributed fall 2000.

The Networking and Outreach Team recommends that the 2000-2001 UCW Committee remain committed to increasing the contact women have with each other through intentionally planning gatherings where women can network and share their stories. The current team suggests that a fall social be coordinated for all women on campus to attend and begin sharing information and showing support.

3. **Provost Advisory Committee (Team)**—Its goal was to establish regular communication with the Provost to effectively articulate the issues, concerns, and goals of the University Committee on Women. UCW was established by and receives support from the Office of the Provost.

The Provost Advisory Committee invited the Provost to talk to the UCW members at the November 15 meeting to outline his goals and visions related to gender equity, diversity, and campus climate for women. The team met on a monthly basis with the Provost throughout the year. Some of the issues brought to the discussions with the him were the under representation of women in higher administration (throughout the year, UCW members monitored the searches for vice presidents, deans, and other positions
affecting the status of women at ISU); high women faculty turnover; family leave issues and policies (we initiated a renewed examination of the ISU policy and the U of I policy); and representation on search committees.

Other Activities and Concerns

1. Faculty Conduct Policy
   UCW took the position and reported to the Faculty Senate that there should be one policy for all people on sex harassment; not a separate one for faculty.

2. Strategic Plan
   The chair of UCW wrote a letter in response to the Strategic Plan on behalf of the members. In it, she expressed the concern that there is no specific language concerning women (white women and women of color) and no focus on the topic of racial and ethnic diversity.
   UCW was represented in the Provost's Initiatives related to the Strategic Plan:
   
   Budget Process Group -- UCW representative, Dianne Bystrome
   
   Academic Planning Group -- UCW representative, Theresa McCormick

3. A reception for new women on campus, sponsored by the Provost's Office and the UCW, was held on November 30, 1999 from 3:00 p.m. to 5:00 p.m. in 302 Catt Hall. In addition to a large group of new women on campus and long-time members, the ISU Provost and President attended as well as several college deans and departmental chairs.

4. Discussion and review of parenting and family/medical leave issues and policy was brought up for discussion with the Provost. He charged the UCW to come up with an "ideal" policy. A committee of a number of UCW members met with Carla Espinoza (who is looking at the current general leave policy for the whole
university) to begin to review the ISU policy, to have focus groups to examine the existing policy, and to make recommendations to the Provost.

5. "Gender differentials in P & S Salaries," May 1999 Report--The discrepancies shown in this report between salaries for men and women were brought to the Provost’s attention.

6. A Faculty Women’s Network reception was held on April 21, 2000, from 2:00 p.m. to 4:00 p.m. in the Pioneer Room of the Memorial Union. The theme for discussion was “Issues Across Generations.” Women who had received ISU recognition awards for the year 1999-2000 were honored.

7. A Women in Touch luncheon/event was held on February 10, 2000, from 12 noon to 1:00 p.m. in the Sun Room with Vernon Wall, Assistant Dean of Students as the speaker.

8. The Way Up XVII conference which promotes women’s advancement in leadership and education was attended by the UCW chair and a graduate student member of UCW. The conference was held November 4-5, 1999, in Cedar Rapids, Iowa.

Annual Report for 1999-2000 submitted by
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