

IOWA STATE UNIVERSITY

A History of the University Committee on Women

1971

VP Christensen appoints first members to UCW.

1972

First UCW meeting held in January.

UCW reviews Affirmative Action statement.

Recommends that masculine pronouns be changed in Graduate Student Handbook.

Report on the status of women at ISU with the following recommendation:
"...that the university create a climate in which women in all positions--
faculty, staff, and students--are given opportunities equal...to men to develop
themselves as individuals and to be engaged in activities commensurate with
their abilities and interests."

Women's Center proposal drafted.

Recommends removal of Miss/Mrs. designator in Directory.

1974

Women's Center proposal accepted by administration - housed in Dean of Students Office.

Grievance procedure in Faculty Handbook reviewed and proposed changes submitted.

1975

ISU Day Care Laboratory proposal prepared by UCW and submitted to administration.

Proposal for Women's Studies curriculum prepared and submitted.

First Women's Week sponsored by UCW

1976

Administrative assistant assigned to the committee.

1977

UCW printed a Speaker's Directory - a statewide list of speakers on topics of interest to women.

Supported efforts to increase release time for Women's Studies Chair and for funding for permanent faculty to teach Intro to Women's Studies.

WOMENEWS first published through administrative assistant.

1978

UCW joined with Iowa ERA to work for passage of the ERA amendment in Iowa.

1979

"Forum IV: Isolation of Women in Academia" - regarding situations of women in a male-dominated institution.

1980

Submitted reports to the administration on "Comparative Salaries of Men and Women Faculty at ISU," and "Representation of Female Faculty on University and College Committees."

Sponsored two seminars: "Power in the Office," and "Survival Skills for the Office."

Recommended that Iowa State's Women's Center be housed in three rooms of Sloss House.

1981

Submitted "Status of P & S Women Employees at Iowa State."

1982

First P & S women's breakfast sponsored by UCW.

Submitted reports on "Status of Women Faculty at ISU," and "Sexual Harassment of Students at ISU."

1983

Academic administration internship program was initiated at recommendation of UCW.

Compiled information and reported on rapes and assaults at Iowa State.

Reported on the status of international women at Iowa State.

1984

Extensive review by UCW of the structure and function of the Women's Center.

1985

Issued report on "Status of Women Faculty on Non-Tenure Track Appointments."

1986

Issued report on the number of women and minorities in higher administrative levels at Iowa State.

Surveyed Merit employees regarding job satisfaction and safety, sexual harassment and discrimination, and career development.

1987

Hosted first Sex Equity Forum.

Submitted report on "Women in Administration."

Issued report on the instances of sexual harassment at Iowa State.

1988

Presented inclusive language policy to administration for consideration.

Assisted other Regents institutions with childcare survey.

Issued follow-up report reviewing all UCW recommendations/reports given to administration to record progress.

1989

Submitted "Procedures for Search Committees to Ensure an Equitable Search."

Contributed to Regents study on "Sexual Harassment Among Women Faculty in Iowa."

Sponsored open forum, "Equity in Long Range Strategic Plan."

1990

Worked with others to pursue renaming Old Botany.

Prepared report regarding parental leave policies.

Sex Equity Forum - "Warming the Chilly Climate."

UCW was instrumental in bringing Equity Institute to Iowa State.

1991

Sex Equity Forum – presentation on diversity by facilitators trained by the Equity Institute.

Initiated the "Women in Touch" series.

1992

Reviewed Sexual Harassment policy for inclusion in Faculty Handbook.

Assisted Diversity Steering Committee in assessment of climate issues relative to women and minority groups.

Active in review of candidates for Provost position.

1993

Active in Title IX and Parental Leave Policy reviews.

Interactive Teleconference - "Confronting Sexual Harassment on Campus."

Sex Equity Forum - "Glass Ceiling for Faculty Women."

1994

Conducted membership caucus of UCW.

Drafted response to Sexual Harassment Policy.

Responded to racism and sexism in the *Iowa State Daily*.

Studied the ISU Benefits/Parental Leave policies.

1995

Drafted response to University Strategic Plan.

Monitored hiring of Iowa State football coach.

Sponsored Gender Equity Forum: "Title IX."

1996

Sponsored two-day retreat and identified barriers to women on campus.

Sponsored dialogue and discussion concerning the Carrie Chapman Catt controversy.

Gender Equity Forum - "Information and Resources."

Active in review of candidates for the following positions: Affirmative Action Officer, Director of the Catt Center for Women in Politics, Vice-President for External Affairs, and Director of Housing.

1997

Sponsored teleconference, "U.N. Women's Conference - One Year Later."

Started the Task Force on Isolation.

Active in review of candidates for the following positions: Chair of Women's Studies, Director of University Relations, and Affirmative Action Director.

Made a commitment to act as Way-Up liaison.

1998

Created UCW brochure and web page.

Sponsored daylong strategy session on the mission of the Way Up Conference.

Made short-term recommendations on maternity/family leave issues, and created a long-term task force to look into these issues further.

Created flyer on sexual harassment issues.

Co-sponsored programs with LGBTA and supported creation of university committee to address lesbian, gay, bisexual, transgender and ally concerns.

Compiled statistics on the number of women, men, and minority tenured and untenured faculty.