

## **PCOSUW Executive Committee Meeting 02/23/17**

**In attendance:** Camie Bechtold, Tracy Sterling, Betsy Danforth, Becca Belou, Jyl Shaffer, Helen Melland and Nika Stoop.

### **Improving communications –**

Tracy explained that we are interested in communicating with various groups on campus regarding Commission activities. This month, we talked to **Yvonne Rudman**, Director of International Partnerships & Grants (Professional Council Rep to PCOSUW and Representative on the Research Council). Dr. Emily Glunk (MSU Extension rep) will be rescheduled to join us at a future meeting. Tracy asked if Yvonne would share what the Professional Council does and what we could do to help them.

Yvonne said that she thought the Pay Equity event was wonderful and shared the information with the Professional Council. They asked if the Commission would do the event again for a wider audience. They especially like the four perceptions of justice: Distributive justice - degree to which outcomes received relative to inputs invested are considered fair, Procedural justice - degree to which the rules and procedures specified by policies are properly followed by all, Informational justice relates to the adequacy of explanations given in terms of their timeliness, specificity, and truthfulness, and Interpersonal justice - degree to which people are treated with politeness, dignity, and respect. She also shared a little about the PCOSUW and the website. Eric Eik, at Ft Keogh, USDA-ARS, and Assistant to the Superintendent in the Research Centers, College of Agriculture, expressed interest in the Commission and wanted more information. Yvonne said she would follow-up to find out more. Yvonne will work with Dr. Emily Glunk, Extension Specialist in Animal and Range Sciences who is also on the President's Commission, to decide next steps and keep the President's Commission informed.

The Professional Council (<http://www.montana.edu/professionalcouncil/>) meets every other Wednesday and helps with communications to the Professional employees, initiate and review policies, develop and implement long-range planning, and review and make recommendations on proposed administrative actions. One example was that they recently had Sara King (HR) come and talked about their plans for analyzing the duties of employees at MSU helping to re-categorize positions.

**Minutes from prior meeting** were approved.

### **Debriefing the Pay Equity Event – January 26, 2017**

The event was very well received. The committee discussed offering the event again for a wider audience and agreed that it was a good idea. The goal would be to hold it in April in the Procrastinator Theater providing the original presenters were willing and able to present again. Camie was going to reach out to the presenters to inquire about the possibility. Nika will find out when the Procrastinator is available in April.

UPDATE: speakers agree to repeat as an open event April 18, 3-4:30pm in Procrastinator; opening remarks by the President (pending).

### **Other Business**

- Jyl Shaffer brought up a concern that there is no central place to find events that are focused on gender and sexual identity at MSU. She recently found out about the Gender Equity and You event being put on by the Leadership Institute in March (<http://www.montana.edu/news/16737/gender-equality-conference-set-march-25-at-msu>). She suggested that maybe the PCOSUW could provide that resources on their website. In addition, it might be good if the President's Commission thought about how these events are communicated and offer some advice about how to talk about gender issues at MSU.

- Jyl Shaffer also clarified about the recent Dear Colleague Letter on Transgender Students from the US Department of Justice and US Department of Education (<https://www2.ed.gov/about/offices/list/ocr/letters/colleague-201605-title-ix-transgender.pdf>). She indicated that gender identity is still protected under Title 7 and Title 9 and wondered if the President's Commission might consider communicating about this to the MSU population. The Executive Committee agreed to do this as needed. Jyl will let us know and provide any text.

## Committee Reports

**Communications** - Need to identify a replacement to lead this sub-committee. Deb Redburn has agreed to continue on an interim basis.

**Assessment**- Becca - Department Self-Studies are being sent out. Becca Belou sent out the individualized forms to the Academic Departments. She has asked the President to send the request for Non-Academic Units. One addition to the reports this year is the ability of the Department Head or Unit Head to create the table of information about their department automatically from Activity Insights. This change was designed to decrease the burden of data gathering on the part of the person who completes the study. Tracy mentioned this depends on how faculty enter data, and leadership roles are not being compiled when she runs a report. As ADVANCE Project TRACS grant is ending in August, the Social Science Research Team (<http://www.montana.edu/nsfadvance/framework.html>) would like to join the assessment sub-committee. The Exec Committee agreed that this was a good idea.

**Recognition** - Betsy shared that they have 7 nominations for the Student Award that is designed to honor a student who has worked to improve issues related to gender, equity, and diversity on any of MSU's four campuses. They will pick 2 awardees in the next few weeks and these will be awarded at the Student Day of Recognition.

## Announcements

Commission chair FY18-19 planning – Because Helen Melland will be retiring by June 2017 and has made some suggestions to the President of who could replace her. The Committee Chair/co-Chair term ends in June so it would be good to get a replacement soon. Camie will follow-up with Maggie to set up a meeting time for Camie/Tracy, Helen/Becca with President Cruzado.

A suggestion was made to add bios of the chairs to the PCOSUW website in the future.

Common Hour Exams Update from our meeting with ASMSU last fall - ASMSU unanimously approved the common hour exam policy to allow family accommodations. Next step will be to go to the Faculty Senate. Camie said she would follow-up on this.

ADVANCE update – The ADVANCE Project TRACS grant will be ending in August so the committee discussed ways to continue the work that was started there. The question of how the ADVANCE projects would then interface with the Committee came up for discussion. One suggestion was a sub-committee of the PCOSUW could focus on this aspect. Many of the programs will continue from the ADVANCE grant in other groups: PCOSUW – Assessment sub-committee will continue to do Department Self-Studies (as provided by OPA) and it has been suggested that Social Science research team join that group, ADVANCE member is on the PCOSUW Full Commission Membership as per by-laws; Provost's Office – Family Advocate, Faculty Modified Duties, Dual Career, Woman in Science Distinguished Professorship; Center for Faculty Excellence – Grant Training Coordinator, Grant Facilitator's Network, Mini-grants, Women in STEM group; Office of Institutional Equity – Equity Advocate Program; Human Resources – Sick Leave Donation, Work-Life Specialist; and Office of Planning & Analysis (OPA) – Equity Data Analyst and Department Self Studies.

Thanks to all for attending. Next meeting in March 23, 325 LJH, 3-4:30pm.