

## **President's Commission on the Status of Women**

### **Minutes**

**2/10/15**

Submitted by: Jessica Dutille

Present: Gail Carr, Jessica Dutille (Chair), Lauren Lavigne, Wendy Palmquist, Mary Beth Ray, Meagan Shedd, Alice Staples, Jenny Tyniec,

Jess welcomed the group everyone to the meeting.

We went around with introductions.

### **Agenda**

1. Work Group Updates
  - Theo Kalikow
  - Young Women's Conference
  - Work Life Balance
2. Website Updates (Thanks to Karen Schaffner!)
3. Emerging Concerns

### **1. Work Group Updates**

#### **Work Life Balance**

Lauren gave an update from the Work Life Balance Group.

The group discussed:

Brown Bag Lunch to have open discussions.

Focus Groups/Survey to gather information.

When does work stop and life/family begin in today's immediate and constant availability through technology?

What are the expectations of Supervisors/Campus?

Culture from top down

Debunking myths around policies: Curtailed Ops, What being exempt means...

Provide information to campus on what is available to make their life easier.

Ask what could be added to campus as a service to help balance the load.

ACE What is the Challenge for Higher Education to Promote Work Life Balance?

Use this as a guide for policy changes? Since this tends to refer more to faculty what do we take away for OS and PAT's?

Lauren Lavigne discussed her initial thoughts about work life balance. She mentioned that Karen talked about the importance of a top down consistent message.

Gail discussed how Karen brought an HR perspective to the discussion. They talked about the different expectations of faculty, PAT staff, and OS staff.

Lauren discussed the Healthy PSU Initiative and ways that we could collaborate.

Jenny noted that so much in regards to work life balance depends on how supervisors embrace things like Healthy PSU, etc.

Jess mentioned that President Steen signed onto the National Initiative for Work Life Balance through American Council for Education (ACE) and is very supportive of the commission leading the discussion about work life balance.

Meagan suggested that we host the brown bag lunch during women's history month.

The group discussed the *Lean In* book by Sheryl Sandberg.

Jenny noted that when we discuss work life balance, we should keep in mind that people without kids need to balance work and life as well.

Meagan spoke about how it is important to focus the discussion on all women and frame it as supporting one another.

Jess mentioned that she met with Kyle O'Neil from the SAGE Center, who is the chair of the President's Commission on Diversity. He is very open to collaborating with the PCSW.

Lauren noted that the work life balance group also spoke about how difficult it is to unplug from devices.

Jenny talked about how we need to stop the expectation that we are available to work 24 hours a day.

Meagan spoke about the climate of fear on campus and how it plays into work life balance issues.

Jenny suggested that we reframe what it means to be a work.

Alice spoke about the guidelines for working at home.

## **Young Women's Conference**

The next YWC is on October 24<sup>th</sup>.

Mary Beth connected with students about helping to promote the YWC by putting a video together and promoting through social media.

Jess spoke about how the group decided to extend the schedule this year, so that participants can attend all three workshop sessions. She explained that this was something that the girls indicated as being important on the surveys from the event this past Fall. She also discussed that save the date emails will be sent out and will be followed up with a letter and flyer being sent to each school. Jess and Katie plan on meeting with guidance counselors as well.

### **Theo Kalikow Awards Ceremony**

Lauren noted that the President's attendance is confirmed for April 2<sup>nd</sup> in the Newfound Room.

Jess mentioned the suggestion of having President Steen as the keynote speaker, because this is her last year.

Lauren will be in touch with President Steen in regards to speaking.

Jess suggested that the PCSW honor President Steen in some way.

Alice will speak with Keith about the food for the event.

Stephanie is going to email the nomination announcement to advancement.

### **Website Updates**

Jess mentioned that Karen worked on website updates and expressed her gratitude for this. She invited commission members to submit any additional changes.

### **Emerging Issues**

Work Life Balance is a big one.

Jess mentioned that one of the charges of the commission is to collect data and report on findings.

Wendy spoke about the reports about salary inequity that were produced in the 1980s and 1990s.

Jess suggested that we could work with HR to generate salary information.

Jenny suggested that we could also send out a survey.

The group discussed the SIP program.

Lauren discussed how as an institution we don't encourage personal time.

Jess spoke about quality vs. quantity in terms of work, and how sometimes we discourage quality by focusing on quantity.

Next meeting: **Tuesday, March 10<sup>th</sup> from 12:30-1:30pm.**

