

IUPUI Commission on Women Action Agenda 1998-99

February 25, 1999

Commission on Women Working Groups:

Pay Equity/Support Equity

Co-Chair: Paul Carlin, Associate Professor, Economics Department

Co-Chair: Ellen Poffenberger, Manager of Special Projects, Human Resources

Mission Statement: To insure equitable pay and support for women and minorities.

- Complete Remediation Stage (Stage II) of Faculty/Librarian Pay Equity Study.
- Initiate Staff Pay Equity Study.
- Plan Clinical Faculty Pay Equity Study.

Child Care

Co-Chair: Kimberly Quaid, Director, Office for Women

Co-Chair: Sharon Sims, Chair, Family Health, School of Nursing

Mission Statement: To improve options for child care on campus.

- Advocate for timely construction of the new IUPUI Center for the Young Child.
- Expand Child Care Options on Campus.
 - Compile a web directory of all child care options currently available including summer camp programs.
 - Explore the creation of an IUPUI full-time summer camp program for school age children of IUPUI employees and/or students.
 - Explore the creation of an almost-well child day care facility for IUPUI employees.
 - Explore the creation of a student child-care facility.

Learning Environment

Co-Chair: Miriam Langsam, Associate Dean of Students, School of Liberal Arts

Co-Chair: Karen Black, Assistant to the Vice Chancellor for Planning and Institutional Improvement

Mission Statement: To increase faculty and student awareness of the elements of the "chilly classroom climate" and to share strategies to establish gender equity in the learning environment.

- Focus on "Chilly Climate" as topic of 1999 E.C. Moore Symposium.
- Encourage faculty to assess course curricula for inclusion of gender and racial/cultural diversity.
- Provide grant support for course revisions designed to improve diversity through Office for Faculty and Senior Professional Staff Development.
- Increase visibility of successful role models by hosting prominent women and minority speakers on campus.

Recruitment and Retention

Chair: Linda Griffin, Director of Administration, School of Medicine

Mission Statement: To improve recruitment, retention and timely promotion of women and minorities in under-represented areas of the university.

- Develop strategies and share best practices for equitable recruitment at IUPUI with all departments and divisions.
 - Review campus Search and Screen Policy to ensure equitable representation of gender and race on search committees.
 - Assist departments with over-representation of men to find women candidates and retain women faculty and staff.
- Develop best practices for retaining women faculty and staff.
 - Encourage equitable work assignments and support so that women have an equal opportunity to advance in their careers.
 - Share strategies and plans with deans, directors and departmental chairs to focus attention on "growing" future women deans, directors and chairs.
 - Institute centralized exit interviews for women faculty and professional staff.
 - Conduct workshops on career development for clerical and professional staff.
- Assist women faculty in preparing for promotion and tenure review.
 - Sponsor informational session on promotion and tenure for women faculty.
 - Encourage departments to disseminate information on criteria for promotion and tenure.

Sexual Harassment

Co-Chair: Gail Williamson, Associate Professor of Diagnostic Services, School of Dentistry

Co-Chair: Daniel Griffith, Affirmative Action Office

Mission Statement: To improve the climate for women by decreasing the incidence of sexual harassment through educational programming.

- Complete sexual harassment leadership orientation programs for deans, department chairs, and directors.
- Develop and implement sexual harassment educational programming for staff and students.
- Distribute sexual harassment information brochure to all members of the university community via campus publications.
- Provide sexual harassment educational materials to new employees.
- Encourage the reporting of all incidents of sexual harassment through educational programming and materials.

Workplace Climate

Co-Chair: Rebecca VanVoorhis, Associate Professor, School of Social Work; Assistant Director, Office for Women

Co-chair: Virgie Montgomery, Assistant Director, Student Activities

Mission Statement: To improve the workplace climate for women and minorities.

- Improve options to help faculty, staff, and students balance work/life responsibilities:
 - Complete Work Life Proposal.
 - Encourage examination of administrative policies in light of their effect on faculty and staff who are primary care givers for children and dependent adults.
 - Promote the use of flex-time and job-sharing.
 - Explore the creation of part-time positions with pro-rated benefits.
- Monitor campus climate:
 - Work with Trudy Banta's office to develop questions on climate for women for the staff survey.
 - Disseminate findings of 1998 faculty/student surveys.
 - Ask the Program Review and Assessment Committee to include and highlight climate and the status of women issues in their ongoing review process for academic programs at IUPUI.

New Working Groups for 1999

Mentoring

Chair: Deborah Cullen, Professor and Chair, Respiratory Therapy

Mission Statement: To increase opportunities for mentoring of women faculty and staff.

- Establish mentoring program at IUPUI for faculty and staff.
- Sponsor hands-on workshop for mentors and those interested in being mentored.
- Prepare grant proposal to increase number of female full professors through mentoring.

Leadership Development

Co-Chair: Georgia Miller, Technology Partnerships Liaison Officer

Co-Chair: Amy Warner, Executive Director, Community Learning Network

Mission Statement: To provide opportunities for leadership development for women on campus and in the community.

- Identify and/or develop leadership programs for senior professional staff and faculty.
- Establish a Hoosier Institute for Leadership to serve the campus and community.