

President's Commission on the Status of University Women

March 28, 2012

President's Conference Room

1:00 pm – 3:00 pm

1. Introductions

- a. Self introductions by each commission member
- b. President Cruzado welcomed everyone to the meeting, commented on the extraordinary people who make up the commission, and thanked them for the difference they make at MSU. President Cruzado also recognized Alanna for her work in the VOICE center.
- c. Anne thanked the volunteers of the subcommittees. Commented on the progress of the commission thus far. Website, four subcommittees that created the mission statement, membership list, bylaws, and strategic plan.

2. Discussion of Strategic Plan

- a. Anne provided general information on the Strategic Plan and then opened up for discussion and questions.
 - i. The goal was to have no more than 3 goals and to identify strategies for each goal.
 - ii. Tried to keep MSU system so all four campuses would be included.
 - iii. This is a 3 year strategic plan. Wanted goals and strategies that could be accomplished within a 3 year time period. With the intention to review the Strategic Plan in 3 years and modify the strategic plan and include new activities and measurable objectives as needed.
- b. Suggestions included:
 - i. **Goal 2, Strategy 3: Change President to include Vice Presidents and Deans and other Leadership positions.**
 - ii. **Goal 3, Strategy 3: Add 'Increase Gender equity in applications to current awards' as an Activity.**
- c. Questions to President Cruzado included:
 - i. Regarding **Goal 1, Strategy 1** and the confusion regarding when the structure of the Affirmative Action and Human Resource offices would be finalized.
 1. The next step will be to conduct a national search for Affirmative Action Director and to have a meeting between the CHRO, the AA Director, the Vice President for A & F, and the President.
 - ii. Regarding **Goal 1** and where in the process is the hiring of the Equity Data Analysis.
 1. President Cruzado will follow up with Vice President for Administration & Finance.
- d. Additional information provided during discussion:
 - i. The Assessment Committee will be responsible for the policy review activities. Policy issues can come forward through the attention of the Assessment Committee or anyone on campus can inform the Executive Committee of an issue and the Executive Committee can either form a new committee around that issue or give it to the Assessment Committee.
 - ii. One of the reasons the membership on the Commission is large is to have anyone from the representative groups bring something to the Commission for discussion so there is a link between the Commission and the rest of the governance bodies on campus.
 - iii. A hypothetical question was asked regarding what the Commission does if a policy is identified that is problematic and disproportionately affects women and have recommendations to improve it.
 1. President Cruzado laid out the process she expects the Commission to follow in most cases.

3. Discussion of Membership and Bylaws Document and Implementation

- a. General information provided about the bylaws and then it was opened for discussion and suggestions.
 - i. This was the effort of two separate committees (Membership & Bylaws).
 - ii. There is a committee structure which includes an executive committee, three standing committees and ad hoc committees can be created as needed.
 - iii. Membership rotates through these committees to create continuity.

- iv. Some appointments are made by groups across campus. President Cruzado is responsible for naming the chair and chair-elect.
- v. Membership listed by position (or constituency) leaving flexibility (before it was people's names).
- vi. Subsection 2.2.4 states: Examples of additional members can be found on the Commission's website. Those are not online yet (see attached flowchart).

- 1. The flowchart is of who is on the commission, how they are elected, and how they are appointed to give an idea of what the Commission would look like.

b. Suggestions Included:

- i. Add Department Head representative under 'By Constituency'.
- ii. Add Simple Majority voting

c. Additional information provided during discussion:

- i. For graduate student positions: If a senior is elected and they graduate, the position is vacant and another election would occur.

4. Determine remaining action items for founding commission

- a. The bylaws and strategic plan will be updated from this discussion and sent to the listserv for one more round of discussion and contribution. The comments will be compiled and sent one last time. Then the Commission will vote. If everything passes, the documents will be added to the website.
- b. Options from here.
 - i. First option: Start fresh with the bylaws and go through the election processes. Advantage: The Commission is in compliance with the bylaws from the start.
 - ii. Second option: Keep this Commission in place for one year to implement the ideas and at the end of next year have elections and hand it off to the next group. Advantage: This group is established, knows what it wants to do, and has ideas and momentum.
 - iii. Third option: Add new members specified in the bylaws and have chair appoint the rest of the current Commission members to the Commission on an as needed basis. Advantage: Commission complies with the Bylaws from the start and retains current momentum.
- c. A vote on if the Commission membership should continue as is for one more year will be held. That decision will go to the President for the okay. If it is approved, one more meeting will occur to form the committees as per the bylaws and the Commission can move forward and begin work.

5. Additional Discussions

- a. Concern over electronic voting: What happens if a person votes and then a new comment is voiced and a person would like to change their vote based on the new comment.
 - i. No vote will happen overnight. There will be plenty of time for engagement and the exchange of information. The items voted on would be items that have been discussed for a very long time. The electronic voting is to follow up on what was discussed at the face to face meetings.
- b. Meetings are open. If someone has a strong feeling about an action item they can attend the meeting. There is a provision in the bylaws that action items discussed during a meeting need to be publicized in advance so people could make arrangements to attend the meeting. Again trying to be as transparent as possible.

6. Minutes from November 21, 2011 Meeting

- a. Approved without changes.