

**The President's Commission on the Status of Women**  
**Monday, March 24, 2006**  
**Retreat Summary**

**Present:** Deirdre Rosenfeld, Kelly Meier, Shannon Villwock, Julie Carlson, Kristeen Giese, Betty Young, Margaret Frazee, Katie Boone, Denise Thompson, Maria Bevacqua

**Regrets:** Susan Taylor, Suzie Dugan, Sarah McLaughlin

**Absent:** Carol Endres, Jane Earley, Kenneth White, Lisa Darvell, Rosemary Krawczyk

Watch Dog Role:

- Annual report on the Status of Women: Since the 2003 report what progress has been made or not made? We need to identify who needs to do what.
- University Programming: Keeping track of # of women speakers and # of women's Issues
- Policy review

Projects:

- Continued support of research
- Women's leadership institute

Advocacy:

- Equity- salary and opportunity
- Encourage research
- Support other endeavors/projects
- Issues of/regarding Leadership

Advising:

- ... to the President
- Based on best practice/new trend data: what are other campuses/universities doing?

Ideas:

- Developing a CSW "Seal of Approval or Disapproval"
- CSW and Diversity Commission should hold a shared annual meeting

Establishing the Commish:

- Hot button topics
- Take action now
- Media presence
- Invite feedback
- Annual pattern of data collection (eg: Hiring practices: position, gender, race)

Hot Topics:

- Bullying
- Hiring/Retention: Few qualified diverse women candidates- why is this not a problem? When will we change our practices? Failure to do what we say... Ask WHY we don't get more diversity- solve this justification. We work hard to say people of color and women are not qualified.
  - We need to empower search committee members.
  - CSW Rep on expanded cabinet hires?
  - Question pool approvals at appropriate steps.

- Train search committees to explore “best fit”- what does that mean? (Dean Miller)
- Is there room to review N.O.V. after search begins?
- Make positive change without negative reactions (stalling process).
- RE: Retention- issues for women re: climate? Exit interviews