

## CCW Meeting Minutes

September 21, 2020

Zoom Meeting, 12:15 pm

Present: Toyin Ayeni, Jacqueline Cobbina-Boivin, Kristin D'Amato, Susan Gilmore, Leah Glaser, Jessica Greenebaum, Heidi Huguley, Elena Koulidobrova, Kristine Larsen, Sandra Matthews, Gladys Moreno-Fuentes, Claudia Richards-Meade, Leah Skinner, Susan Slaga-Metivier, Eva Vrdoljak, Leanne Zalewski

Absent/Excused: Silvia Corbera Lopez, Myrna Garcia-Bowen, Charisse Levchak, Heather Prescott, Audrey Riggins, Karen Ritzenhoff, Tiffany Samuels, D'Lon Wilcox

### Meeting Agenda

1. Introductions
2. Nominations
3. Treasurer's Report
4. Review 1920 EOY Report
5. Subcommittee Reports
  - a. Women of Color: One Woman Office Report
  - b. Work Life Balance
  - c. Scholarship
  - d. Diversity Committee
6. Women's Center Report
7. WGSS Report
8. New Business:
  - a. Welcome New Faculty/Staff Event
  - b. Organizing Conversation Subcommittee
  - c. Open floor to other New Business

1. Introductions – All members present introduced themselves - name and their department.

## 2. Nominations

CCW needs 2 Co-Chairs.

Toyin Ayeni discussed having needed Co-Chair for all of 19-20 academic year. She was the lone Co-Chair for CCW. There were requests for nominations of Co-Chair over the year. Toyin Ayeni agreeable to assisting with transition to new Co-Chair(s).

Discussion followed as to members doing service while on sabbatical. CCW Faculty members Leah Glaser, Elena Koulidobrova, Fiona Pearson all were on sabbatical and were not active in CCW. Are requirements same or different for Administrative Staff?

Floor was opened for indications of interest in being Co-Chair. No acceptances at the time of meeting.

Proposals: Give time to allow people to think. Continue with Toyin as Chair. Next meeting to go back, review nominations again.

## 3. Treasurer's Report:

Sandra Matthews gave Treasurer's report.

No budget yet from Student Affairs, will put a hold on student employment, would be same pay as for GA last year. Toyin Ayeni agreed with putting student employment on hold since we do not know how much money is there.

Left over money does not carry over from last academic year. We were going to sponsor events at time close to COVID shut down.

For 19-20 academic year, GA and Student worker fund started with \$9,420 total. \$2,337.12 remained at end. Operation fund was \$3,400.

## 4. Review 1920 EOY Report

Eva Vrdoljak gave a direct summation of 19-20 End of Year Report.

1920 CCW End of Year Report was posted in CCW Teams for everyone to review over the summer. It remains posted in CCW Teams.

## 5. Subcommittee Reports

### a. Women of Color: One Woman Office Report

Women of Color: One Woman Office report is posted on Teams.

Data is from NEASE – Self Study and research looked at SUOAF and AAUP Faculty, women with minimal support.

Looked at Student Affairs, Institutional Advancement; Assistant Director positions, also some Supervisors, and Coordinators. All ran a department with limited staff. Directors were primarily male. Most females had skeletal offices.

Found three positions of concern; Jacqueline Cobbina-Boivin, Jessica Hernandez and Chris Gutierrez We did not have manpower or resources for more extensive research.

### b. Work Life Balance Subcommittee:

Claudia Richards-Meade gave highlights. Child Care Center is different since COVID.

One item left for Breastfeeding Initiative is with Carolyn Magnan

Last Spring were developing resources; Elder Care. Resources are now found on website.

### c. Scholarship Subcommittee:

Kristine Larsen presented Scholarship Subcommittee. Their report is included in the CCW Annual report.

The Ruthe Boyea Scholarship Committee weighs the essay very heavily, as well as any other demonstration of a candidate's commitment to the enhancement of women through other parts of the application (e.g. extracurricular activities, community service, etc.).

Heather Plourde demonstrated a history of commitment to working for the enhancement of women (especially lactating mothers) through her essay and description of community service, extracurricular activities.

Carina Rosa demonstrated a history of commitment to working for the enhancement of women (especially women of color and other underrepresented groups) through her essay and description of employment and extracurricular activities.

## 6. WGGS Report, presented ahead of Women's Center Report

Jessica Greenebaum met with WGSS and discussion included how Work Life Balance and COVID have impact on women on campus and as they go up for tenure.

With respect to stopping the tenure clock, think there is an option now in relation to COVID, is an excellent reason to stop it.

Faculty have six years to prove your worthiness. If you lose a year, it takes one year longer. For example, pregnancy for women.

This goes to the P&T Committee. Everyone should hopefully understand year off is for COVID – applies to both male and female faculty.

At this point in meeting, Zoom connection needed to end.

Consensus was to switch to Teams meeting

## 7. Women's Center Report

Jacqueline Cobbina-Boivin presented

Staff – We've hired former Graduate Assistant Tiffany Trowbridge-Bernard– 19 Hours a week

Staffing: Hours Jacqueline in Monday and Wednesday; Tiffany is in the office Tuesdays and Fridays. Student staff will do both in person and online

Programming Hispanic Heritage Month, Race In America and Voting in America, Combination of Films and Virtual Guest Speakers

Task Force Report on the Women's Center - Jacqueline Cobbina-Boivin

OEI and Human Resources should promptly evaluate the dues of the Women's Center Coordinator to determine whether the position warrants reclassification from Coordinator to Director

- Within the next three years, an Assistant Director position should be created, and an Assistant Director hired;
- The current University Assistant position (19 hours weekly) should remain in place and, until an Assistant Director can be hired, an additional University Assistant (19 hours weekly) should be hired;
- The budget should be increased by \$14,000 from the current budget of about \$50,000 to \$64,000 to allow for the hiring of ten to fifteen Student Workers for five to six hours a

week per student and the budget should also be increased to allow for the hiring of the additional University Assistant until the Assistant Director can be hired;

- OEI should clarify the roles of the Office of Victim Advocacy and the Women's Center.

Request for a collaboration to Welcome New Faculty:

- Host an event to welcome new faculty and staff. Women's Center and work to enhance the collaboration between these two areas

Diversity Committee Report- Jessica Greenebaum (Presented by Jacqueline Cobbina-Boivin, Jessica departed for class lecture)

#### 4. Search for Vice President of Equity and Inclusion

Cultural Centers represented

Unions Represented

Student Representation from Student Government

Open forums were held with the campus community

#### 8. New Business

- a. Host an event to welcome new faculty and staff. CCW Introduction, create unity among women on campus. Vote on this? Consensus was to table to next semester.
- b. Obtain a list of all women on campus who left CCSU to look at retention, why did they leave? Doreen Revoir in Human Resources maintains this information.
- c. Work Life Balance for Clerical Staff. Clericals are getting Medical Certificates approved and recommended to stay home. Then considered to be essential and have to come back to campus despite the medical certificate. Perception of this being a more female concern was raised.

A recommendation was made to invite Anna Suski-Lenczewski to one of our meetings; provide information. It seems there is a need for more education, a need to find more information

- d. Discussion followed with questions about summary reports from last year. Toyin Ayeni discussed having sent email to all CCW members and that all documents were in Teams at time of the email, asking for review.

We need to move forward.

Documents are in CCW Teams, email was sent out asking for feedback on the reports. Also, CCW Meeting notice for 9/21 has the document attached to it.

Meeting adjourned at 2:00 pm as in Teams meeting there are 6 of us now.

Meeting started at 12:15 and ended at 2:08 pm