

**President's Commission on the Status of Women  
Minutes for Meeting Held on September 6, 2007**

**Present:** I.Baca, D. Christman, A. Diaz, C. Flores for T.Sterling, J. Weisinger and E. Titus (Chair)

1. Approval of the Minutes
  - a. The minutes for the meeting held on April 12, 2007 were approved.
2. Chair's Report
  - a. President Martin has announced the creation of an Ombuds Office. It is organizationally under HR Employee Relations. Diana Quintana (staff), Pat Williams (students) and Jack Thomas (faculty) with collectively make up the ombuds team. E.Titus will send a thank you to the President for establishing this new office based on the recommendations of the Commission.
  - b. Two end of year reports from subcommittees have been received to date. We have a report for the Review of institutional Documents Subcommittee and the Faculty Senate Representative's report. All other subcommittees need to submit reports.
  - c. The gender equity policy that was recommended by the Commission has been approved and will become part of the NMSU Policy Manual.
3. 2007-2008 Subcommittees
  - a. The group recommended and approved a restructuring of the subcommittee's for 2007-2008.
    - A **Subcommittee on Gender Equity Issues** replaces the Review of Institutional Documents Subcommittee. Ida Baca will chair this subcommittee.
    - **The Institutional Data Gathering Subcommittee** will remain.
    - The **Policy Development- Family Friendly Leave Policy Subcommittee** will replace the Monitoring Trends/Policy Subcommittee. Judy Weisinger will chair this subcommittee.
    - The Policy Development- Gender Equity Policy Subcommittee's work has been completed.
  - b. All members of the Commission are expected to participate in the work of at least one of the subcommittees. Subcommittees can also have members on the subcommittee who are not members of the Commission.

c. The next meeting of the Commission will be in December. All subcommittees are expected to meet between now and our next meeting to work on achieving the goals established by the respective subcommittee's.

Goals for the Institutional Data Gathering Subcommittee:

1. Complete gender by organizational unit report . Includes establishing an annual reporting date cycle and an analysis of data being reported.
2. Using the four data elements used by the AAUP for gender analysis, compare NMSU data elements against the AAUP data.
3. Re-establish the routine gender equity study for faculty salaries that has been done on an irregular cycle at NMSU.

Goals for the Subcommittee on Gender Equity Issues:

1. Hold small focus group meetings to assist in identifying what are issues that need to be addressed by the President's Commission on Women.

Goals for the Policy Development- Family Friendly Leave Policies:

1. Do an assessment of family friendly policies at NMSU and make recommendations for improvements if needed.

Goals for the Chair of the Commission:

1. Work on redesign of the Commission's web site to make it compliant with NMSU Branding Standards.

Review of Institutional Documents- The subcommittee has nearly completed its work on the Department Head's manual to make its language gender neutral.

- a. Monitoring trends/policies - No report
- b. Parental Leave Policy - No Report
- c. Gender Equity Policy - P.Hynes provided additional information to the group on the work this subcommittee has been doing.

4. Other

- a. Regina Galvan has submitted her resignation.
- b. Susan Cardenas has left the university and also is no longer a member of the Commission.
- c. E.Titus has sent C. Cleary information on the President's Commission as part of the

data gathering process of the Accreditation review.