



Idaho State University Professional Women

Campus Box 8080, Pocatello, ID 83209

1st Annual Spring Luncheon with the President et al.: The April 8th spring luncheon with President Bowen, Mrs. Connie Smith-Bowen, and various members of the ISU administrative team was as informational as it was successful! Attendance was strong (just over ISUPW members and invited guests attended), and follow-ups to the December 2002 queries were informative and highly responsive to the issues and concerns expressed by ISUPW. Queries & response notes follow in summary form. **Special thanks to Jan and B.J. for organizing and arranging the luncheon!**

Final ISUPW Spring Meeting Featuring Women in Leadership

*Representative Donna Boe and
Representative Elaine Smith*

DATE: Wednesday May 7th
TIME: 5:30-8:30 pm
PLACE: ISU PSUB Bear River Rm

Agenda:

Welcome & Introductions: Cynthia
Treasurer's Report: Kathleen/Susan

*Refreshments & conversation,
guest presentations, Q & A*

2002-2003 BOARD MEMBERS

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SPECIAL THANKS TO Donna Hillard, Associate Director ISU Human Resources our guest during the April 8th membership meeting. Also thanks to Farhana Hibbert for sharing her background and expertise as editor and co-owner of Idaho Unido! Members who attended very much appreciated the information these women brought and shared!

Join ISUPW!!!

ISUPW Dues for 2003-2004 are \$15.00. Make checks payable to ISUPW, and submit to: Kathleen Dohse, ISU Campus Bx 8380.

Name: _____

Campus Box: _____ Campus Ext: _____ Email: _____



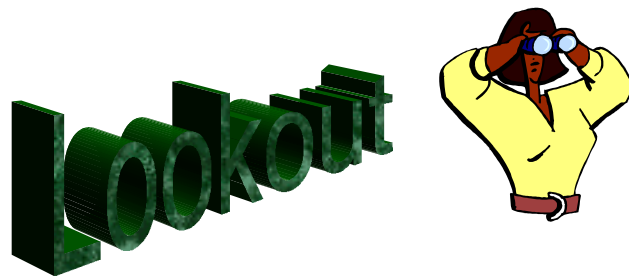
Representative Donna Boe: District 34 Term: 3

Born 8/7/34 at San Angelo, Texas, 1952 graduate Highland H.S., Albuquerque, New Mexico, B.A. in Social Studies from University of New Mexico, post graduate classes from Idaho State University; United Methodist; community volunteer; former mayor of Pocatello; former member Pocatello City Council; member of Zonta, NAACP, League of Women Voters, Pocatello Zoological Society; recipient of Idaho Statesman Distinguished Citizen award and the Woman of Today and Tomorrow award from Silver Sage Girl Scout Council; ISU Women' s Resource Center Advisory Bd.



Representative Elaine Smith: District 30 Term: 2

Born in Gooding, Smith is a Meridian High School graduate and earned a degree from Idaho State University. She is the Volunteer Services Director for the Pocatello-Chubbuck School District, and is on Idaho State University' s Tech Expo planning committee with the College of Technology and the Women and Work Conference. Elaine has also been involved with the Greater Pocatello Chamber of Commerce' s State Issues committee, where she focused on education issues.



MEETINGS 2003-2004: Be on the for the Fall 2003 meeting schedule – ideas for dates and times will be queried from the membership and then distributed via newsletter in early September. We're considering varying meeting days and times to allow more of our members to attend!

Enjoy the summer!

**Idaho State University Professional Women
Queries & Responses
President's Spring Lunch
April 8, 2003**

The following questions (carried forward from December 2002), were submitted for update re: status of queries and reports.

1. ISU Mentoring programs? Dr. Lawson reported that his office coordinated a survey of ISU colleges regarding formal and informal mentoring programs and processes. The survey findings were distributed to luncheon attendees. The findings indicated that numerous formal and informal mentoring programs/processes existed in colleges across the university. "Centralized" university mentoring is also available through the ISU Center for Teaching and Learning. Dr. Ed Nuhfer discussed how the Center facilitates mentoring and encouraged folks to take advantage of the services offered.
2. Jan Anderson Resource Center expansion options? The current central location of the center was again discussed. More "elbow" room may be available with "resorting" of offices underway in and around the current location. Ultimately, Darrell Buffaloe reported that the Rendezvous building looks to be a go and when that building is complete consideration of a possible relocation may be desirable.
3. Salary equity study for exempt employees? David Miller was thanked for his good work in putting together the pieces from this longstanding inquiry (estimated start date 1994!). Data revealed that in instances where job comparisons were possible, in general male and female exempt employees were being compensated at market value. However, the data also revealed that in general females occupied positions that were paid at a lower market value. David will work to update this report annually. Because the data are copyrighted, folks need to call the HR office to make an appointment and can then review the data in detail. David also discussed the appeal process employees may engage in instances where they feel their pay is not equitable. Dr. Bowen directed David to codify this process and make it public, and suggested that it would be important for a female to be part of any appeal process review (i.e., the current appeal process review includes Buddy Fraizer and David Miller, among others).
4. Minority recruitment and retention? Buddy Fraizer reported on the ongoing university efforts in this way stressing the importance of faculty and staff recruitment of potential faculty/staff. The COE Diversity web site was mentioned as a tool increasingly used across the university to facilitate search processes and efforts to generate diverse candidate pools. Dr. Priscilla Reis presented information on the upcoming discrimination survey looking at harassment, assault and discrimination soon to be distributed across the entire campus.
5. Budget issues and employment implications? Overall, ISU has done better and better in recruiting women and minorities to applicant pools. Search data reveal that women have filled positions in increasing numbers (exceeding 50% in many cases). However, budget issues remain a university concern, and due to the fact that some faculty (those with the shortest employment tenure) have received letters of possible non-renewal, cuts may impact female faculty/employees more significantly than males because they have been the more recent hires. In short, ISU's increasing efforts to recruit strong female and minority applicants have yielded positive outcomes, but due to

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budget issues and policies/practices legislated regarding notices of non-renewal female employees may well be impacted to a greater degree than male employees.

6. Average salary re: faculty rank: AAUP report data. The AAUP data indicate possible salary disparities at all faculty ranks falling closely along gender lines. John Jones explained that this aggregate data may not be accurately revealing. John will break this data down by college and then report it to Cynthia Pemberton who will make it available to the ISUPW membership. The data implications will be revisited in the December 2003 luncheon meeting.

The meeting closed with many thanks to those who attended and shared information. Special thanks to Dr. and Mrs. Bowen for their ongoing support of ISUPW and the issues of concern raised. ISUPW hopes and plans to conduct these luncheon meetings each **Fall and Spring semester** to maintain open lines of communication and dialog between and among ISUPW and the ISU administrative team.

Special thanks to Jan and BJ for their good work in coordinating the luncheon!