



Idaho State University Professional Women

Campus Box 8080, Pocatello, ID 83209

IDAHO STATE UNIVERSITY PROFESSIONAL WOMEN (ISUPW) is an organization devoted to the improvement of the professional lives of women employees (faculty/staff and graduate assistants) at Idaho State University.

ISUPW YEAR AT A GLANCE

Date	Time	Location	Event
Oct 14	11:30-1 pm	PSUB Little Wood River Room	Lunch with the President ISUPW members eat free! Nonmembers = \$8.00/meal RSVP to Jan MacDougall by 10/7/2003!
Nov 14	11:30-1 pm	Elmer's	General Member Meeting - Topic focus: Tenure & Promotion
Jan 14	5:30-7 pm	ISU Alumni House	General Member Meeting - Topic focus: Excellence in Teaching -Center for Teaching & Learning Guest Presentation
Feb 12	5:30-7 pm	ISU Alumni House	General Member Meeting - Topic Focus: Research & Service -Guest Presentations Board Nominations for 2004-2005
March	TBA	TBA	Celebrating Women's History Month
April	TBA	TBA	Lunch with the President -follow-up to fall lunch Q&A
May	TBA	TBA	General Member Meeting Topic Focus: Women in Leadership/The Idaho State Legislature -Guest Presentations TBA

ISUPW LUNCH WITH PRESIDENT RICHARD BOWEN – OCTOBER 14, 11:30-1 PM IN THE PSUB LITTLE WOOD RIVER ROOM. Ms. Jan MacDougall will take RSVP's by phone (x2778) or email: mcdojane@isu.edu Be sure to contact her NOT LATER THAN TUESDAY OCTOBER 7TH TO RSVP ATTENDANCE!

ISUPW BOARD MEMBERS 2003-2004

Kathleen Dohse College of Technology, X3700 dohskath@isu.edu	Mary Dundas Health & Nutrition Sciences, X2352 dundmary@isu.edu	Jan MacDougall Coordinator Student Employ, X2778 mcdojane@isu.edu
Rebecca Morrow Anderson Center, X3590 morbecca@isu.edu	Sandra Noakes ISUPW Emeritus, 237-9015 noaksand@isu.edu	Cynthia Pemberton COE BOX 8059, X4029 pembcynt@isu.edu

DON'T KNOW WHO TO ASK OR WHERE TO ASK....Let an ISUPW Board member know your query and we'll help you track it down! ISUPW is an organization of women, for women and about women! We're here for you!

Special thanks to Susan Green-Barger, long-time ISUPW member and board member who has stepped down from the board due to competing time demands. Susan...we'll miss you and hope you will attend meetings as you can!

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: _____

This is the last all-campus ISUPW newsletter to be published for the 2003-2004 year. To stay "in the know" and "in touch" be sure and submit your ISUPW membership dues by the President's lunch October 14th!

October 14, 2003 Lunch with the President ISUPW questions posed:

1. Many professional staff members have, or are working on, advanced degrees and are actively engaged in research related to their positions on campus, yet their ability to borrow materials from the library has restrictions that are even more limited than that of undergraduates. **Would it be possible for professional staff to be grouped in the same category with faculty for the purpose of using the library?** Current borrowing privileges at the Oboler Library are as follows:

Faculty: check-out for 1 semester; 5 renewals; 75 books

Graduate Students: check-out for 1 semester; 1 renewal; 50 books

Undergrads: check-out for 28 days; 2 renewals; 20 books

Staff/Spouses: check-out for 28 days; 2 renewals; 20 books

Staff members are not mentioned in the Interlibrary loan policy.

If policy/practice change is possible how can it be brought about and who should we follow-up with to facilitate the process?

2. It does not appear that ISU has a maternity/paternity leave policy beyond minimums required by federal law - FMLA legislation (unpaid leave). Parents may use accrued sick time as a proxy, but for many that time is either non-existent (for example: new faculty), or runs out before one feels ready to return to work. **Is there work being done to review the current policy/practice in this regard? Would ISU be receptive to researching policy/practice among like-institutions, with the intent of developing a University policy/practice that extends leave options beyond the minimum FMLA requirements? If so, what office would be best situated to do this research and draft such a policy, and what timeline might be reasonable for the process?**

3. **In what ways has ISU addressed disparities in minority faculty/staff/administration demographics? Are ISU employment demographics reflective of the community, state, regional demographics? How do ISU employment demographics compare with broader demographics among like-institutions across the country?**

4. There are rumors that there may be no pay raises for 2004-2005. **Are the rumors true? If so what other motivators might the administration be able to consider to sustain and hopefully lift faculty/staff moral? Has ISU considered a program of paid time off ?** According to the Society of Human Resource Management data many U.S. employers are instituting this practice. Basically, it would work like this: There would be no sick or vacation days, but employees could take time off for any reason. If the number of days per year were not used, i.e., 15-25 days (depending on how long an employee has worked), then the employee could cash them in on their hiring anniversary date or carry forward. **Is this something ISU would consider looking into and perhaps surveying employees about? If so, who would be best situated to conduct the research and report findings? What timeline would be appropriate for such an inquiry?**

5. At a staff meeting last December, questions were raised about the future of administrative computing. At that time it was announced that the current systems were being transferred to a new computer. Over the past summer a number of people attended demonstrations of integrated administrative computing systems. **Does this computing system concept seem reasonable for ISU? If so, what are the plans regarding ISU administrative computing?**

6. It seems that in some cases, department chairs hold positions in excess of 3-year terms. **Is the 3-year term policy a suggested practice or is it mandated? Do colleges across campus institute similar policies/practices in this regard; or is there latitude granted to colleges to act in ways believed to be in the best interest of a particular college?**

7. It appears ISU is doing a good job of paper product recycling; there are a few bins for recycling aluminum cans and limited plastic bottles. **Can these efforts be stepped up with more comprehensive recycle bins placed in more campus locations? If so, what office will be responsible for these efforts, and when might they begin?**

P.S. We are looking forward to John Jones' report on the AAUP Salary Report Data from the fall and spring luncheons.

F.Y.I ISUPW FOLKS – THERE WERE 2 QUESTIONS SUBMITTED AND NOT INCLUDED. THEY WERE: (1) DO WE HAVE AN ISUPW MEMBER ON THE AFFIRMATIVE ACTION COMMITTEE – THE ANSWER IS **YES** WE DO, IT IS DR. CYNTHIA PEMBERTON; AND (2) CAN 9-MONTH FACULTY ON CAMPUS DURING THE SUMMER CONTINUE TO GET FULL ACCESS TO REED GYM – THE ANSWER IS **YES**, YOUR BENGAL CARD GETS YOU ACCESS ANNUALLY AS LONG AS YOUR CONTRACT AT ISU CONTINUES.