



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
May 4 th	6:00-7:30 pm	College of Education room 364	General Member Meeting Topic Focus: Women in Leadership/The Idaho State Legislature -Guest Presentation: Representative Elaine Smith

Final ISUPW Meeting!

*Women in Leadership
Special Guest...*

Representative Elaine Smith



DATE: Tuesday May 4th
TIME: 6:00-7:30 pm
PLACE: COE room 364

*Come enjoy refreshments,
conversation, and Q & A*

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.

CONGRATULATIONS TO THE 2004-2005 ISUPW BOARD MEMBERS!

Kathleen Dohse College of Technology, X3700 dohskath@isu.edu	Mary Dundas Health & Nutrition Sciences, X2352 dundmary@isu.edu	Jan McDougall Coordinator Student Employ, X2778 mcdojane@isu.edu
Rebecca Morrow Anderson Center, X3590 morbecca@isu.edu	Sandra Noakes ISUPW Emeritus, 237-9015 noaksand@isu.edu	Deb Easterly Fine Arts, Box 8046, X3832 eastdebo@isu.edu

A SPECIAL WELCOME TO DEB EASTERLY (NEW ISUPW BOARD MEMBER)! DEB WILL TAKE OVER THE MONTHLY NEWSLETTER RESPONSIBILITIES – LOOK FOR HER NEWSLETTER DEBUT THIS COMING FALL!

ALSO MANY THANKS TO KATHLEEN DOHSE (ISUPW's 2003-2004 ZONTA Woman of Achievement Honoree!), and Sandra Noakes, BOTH OF WHICH AGREED TO SERVE ANOTHER 2 year BOARD TERM!

THERE IS ONE BOARD POSITION STILL OPEN – TO SELF NOMINATE CONTACT MARY DUNDAS OR JAN MCDOUGALL

APRIL 13TH LUNCH WITH THE PRESIDENT'S ADMINISTRATIVE-LEADERSHIP TEAM.

On April 13th from 11:30-1:00 pm in the ISU College of Technology Culinary Arts Lunch room, ISUPW hosted a lunch for the membership and invited guests, Dr. Jonathan Lawson, Dr. Kent Tingey, Mr. Ken Prolo, Mr. David Miller and Ms. Kay Flowers. Members of the President's Administrative/Leadership Team responded to advance and "on the floor" questions from ISUPW members. [Read on...](#)

QUERIES& RESPONSES: (responses paraphrased – not direct quotes)

- 1. Update on how ISU faired in the legislative session?**

Dr. Lawson initiated the response to this query and Dr. Tingey and Mr. Prolo elaborated.

Dr. Tingey spoke about the disconnect between the Idaho legislature and State Board of Education regarding funding for higher education – the result of which has been a partially unfunded mandate re: merit raises for faculty and staff. Basically, the legislature mandated an average raise of 2%, of which only a portion is being funded. The legislature's "thinking" was to have the remaining amount come from student fees – this raises Idaho Constitutional issues and was disallowed by the State Board of Education. ISU will be working to support faculty/staff raises, and on average employees can expect up to about 2% in possible merit raises (The State of Idaho requires merit to be the basis of raises). Dr. Tingey urged members to increase individual and personal advocacy efforts among Idahoan's at-large. Increased awareness and valuing re: higher education needs to be cultivated as a grass roots effort across the State's populace. Approximately 40% of Idaho high school graduates go on to some form of higher education – ranking Idaho among the bottom 3 states

nation-wide in the number/percentage of high school graduates going on to pursue higher education degrees.

Dr. Tingey and Mr. Prolo also responded to questions about the Performing Arts Center, and the issue of previous promises (by the legislature) to fund operating costs being less than fulfilled. Efforts will be made to secure needed operating funds during the January Legislative session. Finally, information was shared relative to the success of ISU's Capital Campaign, and explanations offered with regard to deferred giving.

2. Status of pay raises for 2004-2005? 2% raise for all? Or some? Criteria for raises?

Dr. Lawson spoke to this issue – filing in information not covered in the first question.

Pay raises will be reviewed based on the following priorities: (1) An overall equity scan is underway – equity issues (inclusive of gender equity) will be addressed and remedies attempted; (2) promotion raises will be honored; (3) merit raises based on recommendations from Dept/Division Chairs to Deans and upward will be awarded. Staff will be given raises from a 2% merit pool.

3. Status of the library use request regarding professional staff borrowing privileges?

Ms. Kay Flowers (ISU Librarian) spoke to this issue.

Ms. Flowers reported that ISUPW's fall query is resulting in changes to the University Library Committee Bylaws. Moving forward, the Committee will include added voting members representing CEC and COPE. Ms. Flowers went on to explain that each semester library patrons are "loaded" into the system based on their University employment status. This does result in differential borrowing privileges. However, Ms. Flowers made clear that upon request, special borrowing privileges can be, and are, allowed to extend patron use. Due to system logistics special privilege requests must be made each semester.

4. Update of ISU faculty/staff hiring and retention demographics and salary equity data?

Dr. Lawson and Mr. Miller addressed this issue.

Mr. Miller distributed demographic information specific to gender and minority status, as well as information compiled by the ISU Affirmative Action Office. Mr. Miller stated that hiring/retention demographics and salary equity data will again be surveyed during the summer/fall 2004 (typically this is done annually, but with the lack of raises over recent years, data have not changed). In general both males and females are compensated equitably based on market value of their respective positions. It is however true that in general males hold more positions of higher market value. For a copy of the data, contact Mr. David Miller in Human Resources.

5. Status of administrative computing systems upgrade possibilities?

Ms. Kay Flowers (ISU Librarian) spoke to this issue.

Ms. Flowers explained the ongoing work being done to investigate options for maintaining and upgrading the ISU administrative computing system (migration, rewriting, purchasing an outside system). The key issues being ongoing system support, system usability and efficiency. The current system “box” comes to the “end of its life” in 2006. Ms. Flowers reminded all that whatever decision is reached, the choice made will require change and some retooling. From there the conversation moved to general queries about email filters and viruses. Ms. Flowers talked briefly about setting up an ISU Bulk 30 Account (instructions are on the web), to help filter and separate “valued” email from “junk” email.

A couple additional questions were generated from the floor:

(1) ISUPW wondered about ISU’s plans regarding legislation passed specific to distance from the door requirements and smoking. ISUPW member Deb Easterly followed up with Mr. Darrell Buffaloe. Mr. Buffaloe indicated he wasn’t aware of the legislation, but would look into it. Mr. Buffaloe stressed the issue of enforcement as being problematic. Mr. Buffaloe stated he would look into it and at the least ISU would post appropriate signage.

(2) ISUPW queried information about Blue Cross insurance changes and costs. At the time of the meeting, specific information was not available. Folks were encouraged to attend the Blue Cross open meetings held on campus April 22nd.

ISUPW MEMBERS APPLAUDED AND THANKED THE ISU ADMINISTRATIVE LEADERSHIP TEAM MEMBERS FOR SHARING COMING TO SHARE A MEAL AND QUALITY CONVERSATION!

SPECIAL THANKS TO JAN MCDUGAL FOR COORDINATING THE LUNCH EVENT!

ISUPW WEB SITE RECONSTRUCTION! ISUPW’s web site has been reconstructed. VISIT YOUR SITE AT: <http://www.isu.edu/isupw/> *Special thanks to ISUPW member, Ms. Nancy Call.* Nancy has agreed to chair a subcommittee charged with ongoing web page updates. Web page suggestions should be forwarded to ISUPW board members, who will then forward addition/deletion edits to Ms. Call. Mr. Aaron Williams (student architect of the current web page update) has agreed to continue this work, under Ms. Call’s supervision, at least over the course of the next year.

ISUPW BOARD MEETING MINUTES: Following the April Luncheon, ISUPW Board members met for the final time this year. The following outlines issues discussed and actions decided upon.

1. New Board member nominee Deb Easterly was unanimously voted onto the board for a 2 year term. Board members Kathleen Dohse and Sandra Noakes were unanimously voted onto the board for a 2nd term. There is still one board position open. ISUPW members will be encouraged to self nominate, and nomination ideas, as generated during the discussion, pursued.

2. The web page update was discussed, as was the need for ongoing web page maintenance. Members are encouraged to visit the site and submit update/edit suggestions to an ISUPW board member. Ms. Nancy Call (ISUPW member) was nominated to chair a sub-committee to oversee ongoing web page development and maintenance. At the time of this publication, Ms. Call has agreed to serve in this capacity. The Board unanimously agreed to retain the services of Mr. Aaron Williams (ISU student) to continue web page work for up to 10 hours/semester at the rate of \$10.00/hour.

3. ISUPW annually purchases books on behalf of retiring ISU women (faculty, staff, and administrative personnel, members and non-members) and donates them to the ISU library. Cynthia Pemberton will get the names of retirees from Human Resources, draft a letter requesting retiree book purchase preferences, and then follow-through on book purchase and donation. ***KUDOS TO ISUPW FOR ANNUALLY PURSUING THIS WORTHY PURCHASE/DONATION PROGRAM IN HONOR OF ISU FEMALE RETIREES!***

4. Cynthia Pemberton will go off the Board at the end of this 2003-2004 academic year. Mary Dundas will take over her ISU/ISUPW account responsibilities.

Join ISUPW!!!

ISUPW Dues for 2004-2005 are \$15.00. Make checks payable to ISUPW and submit to: Kathleen Dohse, ISU Campus Bx 8380.

Name: _____

Campus Box: _____ Campus Ext: _____ Email: _____

MANY THANKS TO ALL FOR THEIR GOOD WORK AND ENERGY ON BEHALF OF ISUPW AND ISU'S WORKING WOMEN! HAPPY SUMMER TO ALL!