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Chancellors and Change: Conversations About the Campus Climate

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Chancellors and Change: Conversations About the Campus Climate

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Conference hashtag: #NWHEL2018



UNO

- 15,731 total students
- 2,194 faculty and staff

CCSW

- Established in 1972
- 2 Co-Chairs
- 50 members (2018)
- 7 subcommittees covering a variety of efforts on campus
- Mostly white female members

Renewed Efforts

We had new:

- ✓ CCSW Leadership– Co-Chair model
- ✓ Committee restructure – more volunteers engaged
- ✓ Chancellor – renewed efforts to engage campus leadership
- ✓ Documents – specific goals and action items
- ✓ Interest – political climate was changing on/off-campus

Campus Climate Committee

From an Ad hoc CCSW group to the voice of UNO campus:

- Outlet to bring a light to the concerns of many unheard voices on campus
- Formal way to make CCSW heard to our leadership teams
- Brought us back to our roots as a group to champion for elevating women
- Improved CCSW's image on campus

Making a plan

- Renewing the purpose of CCSW/PCSWs
- Asking for time and resources
- Team member strength/weakness
- EVERYTHING stays, even at completion
- Never ending, staying current



Policies for women

- Gender Inclusion, attempt at comprehensive report
 - Ageing
 - Parenting
 - Reproductive health
 - Transitioning
 - Mobility
 - Getting your worth

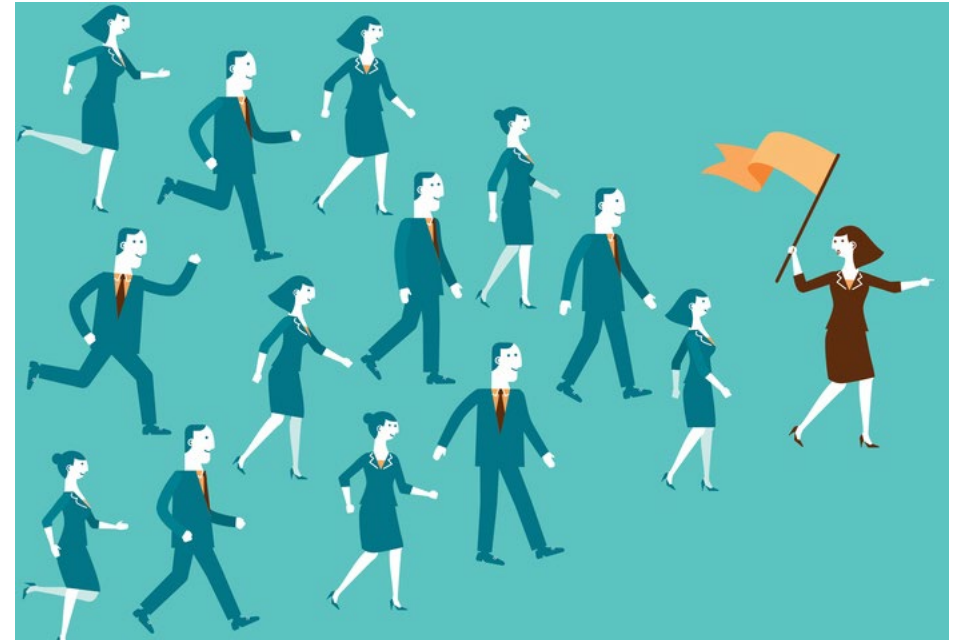


More Specifics

- **Places for women**
 - Lactation spaces in every building
- **Spaces for women**
 - Leadership training
 - Mentorship opportunities
- **Policies for women**
 - Family/caregiver leave
 - Family planning insurance coverage
 - LGBTQIA-inclusive insurance coverage
 - Salary remediation
 - Title/job description matching

Work environments for women at UNO

- Gender bias in hiring
- Salary remediation
- Leadership and professional development



This work is not done alone!

- WiSTEM Pro²
- Center for Faculty Excellence
- UNO Administrative Champions
- UNO Staff Advisory Council
- UNMC Advocates
- AAUP



Making the case

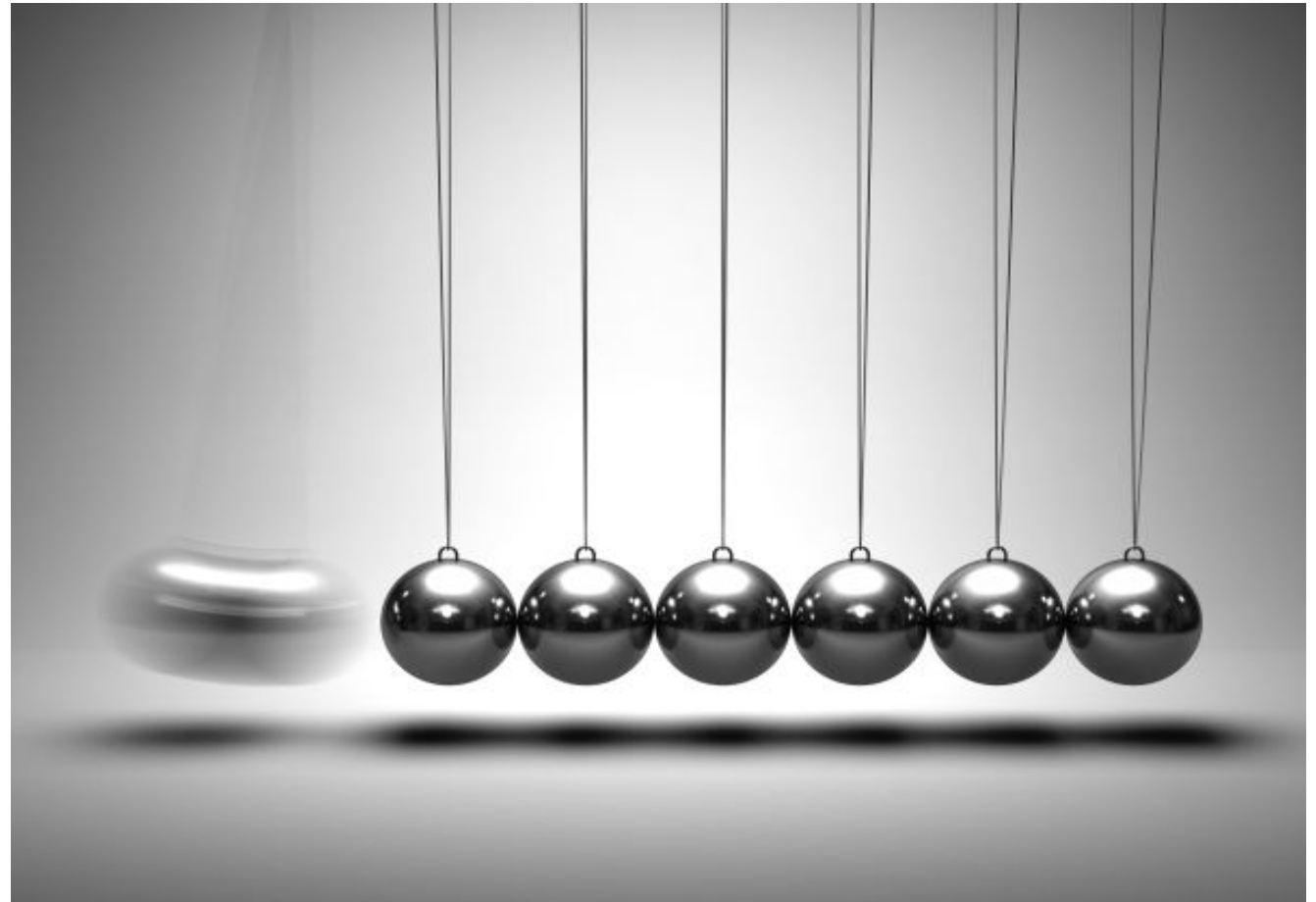
Use the 3 P's:

- Preparation
- Passion
- Persistence



Where we are now

- **Build momentum!**
 - Sharing the recommendations has produced other related and new efforts on campus
- Follow-up meetings with University Administration each semester
 - Identified priority items
 - Lactation spaces
 - Salary remediation



Future steps

- ✓ Continue dialogue with Chancellor and upper-level administrators
- ✓ Move ahead on Campus Climate committee efforts toward the 1-3-5 year goals
 - ✓ Select top 2-3 priority items each year to work on
 - ✓ Update the recommendations document
 - ✓ Seek out opportunities to diversity membership
 - ✓ Gender
 - ✓ Race
 - ✓ Ethnicity
 - ✓ (Dis)ability
- ✓ Obtain funding if needed (both internal to UNO and external)

Questions? Email ccsw@unomaha.edu

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