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 Pro
- 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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