

8-31-2018

Chancellors and Change: Conversations About the Campus Climate

Heidi Blackburn

University of Nebraska at Omaha, hblackbu@gmail.com

Jenna M. Yentes

University of Nebraska at Omaha, jyentes@unomaha.edu


Jessi Hitchins

University of Nebraska at Omaha

Laura Sherwin

University of Nebraska at Omaha

Follow this and additional works at: <https://digitalcommons.unomaha.edu/crisslibfacproc>

 Part of the [Higher Education Commons](#), and the [Library and Information Science Commons](#)

Please take our feedback survey at: https://unomaha.az1.qualtrics.com/jfe/form/SV_8cchtFmpDyGfBLE

Recommended Citation

Blackburn, Heidi; Yentes, Jenna M.; Hitchins, Jessi; and Sherwin, Laura, "Chancellors and Change: Conversations About the Campus Climate" (2018). *Criss Library Faculty Proceedings & Presentations*. 96. <https://digitalcommons.unomaha.edu/crisslibfacproc/96>

This Presentation is brought to you for free and open access by the Dr. C.C. and Mabel L. Criss Library at DigitalCommons@UNO. It has been accepted for inclusion in Criss Library Faculty Proceedings & Presentations by an authorized administrator of DigitalCommons@UNO. For more information, please contact unodigitalcommons@unomaha.edu.



Chancellors and Change: Conversations About the Campus Climate

Dr. Heidi Blackburn, STEM and Business Librarian, she/her/hers

Dr. Jenna Yentes, Assistant Professor, Department of Biomechanics, she/her/hers

Dr. Jessi Hitchins, Director, Gender and Sexuality Resource Center, she/her/hers

Laura Sherwin, Proposal Development Specialist/Technical Editor, College of IS&T, she/her/hers

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

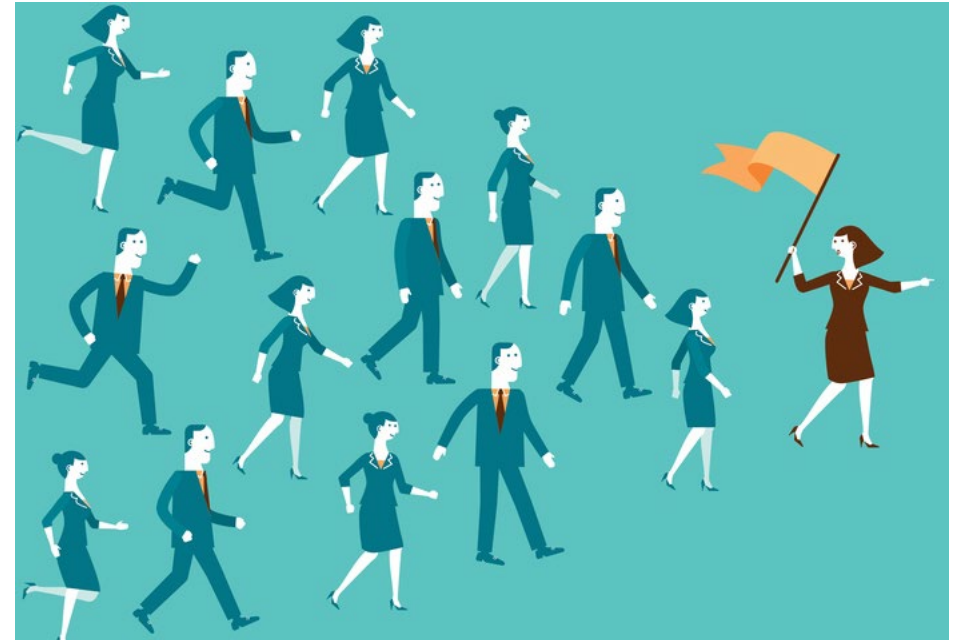


More Specifics

- **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

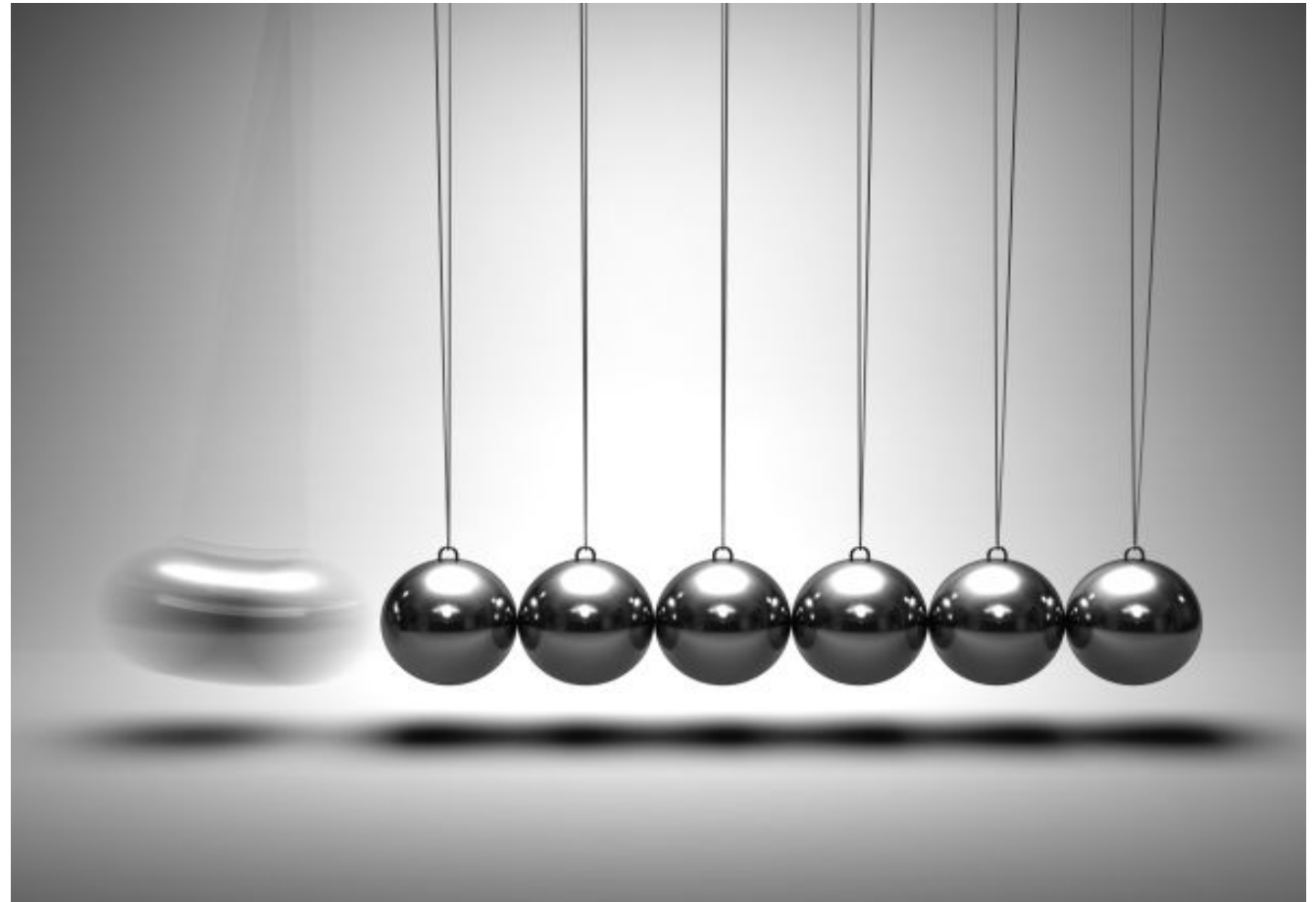
Use the 3 P's:

- 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

UNIVERSITY OF
Nebraska
Omaha



The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment. UNO is an AA/EEO/ADA institution. For questions, accommodations, or assistance please call/contact the Title IX/ADA/504 Coordinator (phone: 402.554.3490 or TTY 402.554.2978 or the Accessibility Services Center (phone: 402.554.2872). UCTEMP0718