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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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