2009/2010 WOMEN’S COMMISSION (WC) MEMBERSHIP

Co-Chairs
Dr. Trece Mettauer, Co-Chair, Coordinator of Community Outreach Scholarship, UNH Manchester
Dawn Zitney, Co-Chair, Sr. Administrative Assistant, Health Services

General Membership
Ali Armenakis, Undergraduate Student, College of Liberal Arts
Dr. Nadine Berenguier, Associate Professor, Languages Literatures & Cultures
Kristin Cole, Head Coach, Women’s Basketball, Athletics Department
Dr. Vanessa Druskat, Associate Professor, Whittemore School of Business
Dr. Jean Elson, Lecturer, Sociology Department
Jennie Higley, Undergraduate Student, College of Liberal Arts
Peg Kirkpatrick, Assistant to the Dean, College of Liberal Arts
Nicole O’Connor, Graduate Student, Accounting
Claire Treat, Graduate Student, Complex Systems Research Center
Dr. Ruth Varner, Research Assistant Professor, Complex Systems Research Center
Lori Wright, Staff Writer/Editor, Media Relations

Ex-Officio Members
Amy Culp, Direct Services Coordinator, SHARPP
Sylvia Foster, Educational Program Coordinator, President’s Commissions Office
Donna Marie Sorrentino, Director, Office of Affirmative Action and Equity
Janice Pierson, Sr. Program Assistant, President’s Commissions Office

ABOUT THE WOMEN’S COMMISSION

The UNH President's Commission on the Status of Women was established February 15, 1972, to explore conditions and attitudes within the University of New Hampshire, relating to the mobility and functional equality of women and to encourage movement toward the goal of the full participation of women. Thirty-two years later, the work of
the Commission is still needed and is an important asset to the University Community.

Today, the mission of the President's Commission on the Status of Women is to create equal educational and employment opportunities for UNH women by promoting an environment free of sexism and discrimination through policy, advocacy and education. The Commission achieves its goals by

- **Assisting in effective policy change** that improves the status of women and ensures an environment of equal education and employment opportunities for women at UNH
- **Recommending policies** related to the status of women to the UNH president, other university administrators and governance groups
- **Collaborating and developing alliances** with existing organizations and structures within the university community for the purpose of promoting an environment free of sexism and discrimination
- **Informing the university community of the status of women on the UNH campus** by collecting and disseminating data, initiating and supporting educational and outreach programs, and preparing and disseminating informational publications to help women on the UNH campus develop their skills,
continue their education, and increase their networking opportunities.

2009/2010 INITIATIVES

Work/Life Balance
Members: Amy Culp, Lori Wright, Ruth Varner, Karen Gilbert, Malcolm Smith, Kathy Berger, Ann Boyland, Sara Cleaves and Alaina Pritchard

The Work/Life Balance working group is a new initiative of the President’s Commission on the Status of Women. The Women’s Commission believes that the University of New Hampshire needs to make a firm commitment to addressing a healthy work/life balance, especially in light of our current economic situation. We believe that a healthy and happy work environment offers a more sustainable and diverse workforce, which benefits everyone.

Our working group believes that the UNH administration needs to make a strong commitment to policies, practices and programs that support the members of UNH’s diverse community as we navigate the interlocking worlds of work, family, and personal balance. As such, our working group is currently drafting a mission statement and looking forward
to scheduling a meeting with President Huddleston to get his feedback and support.

We thank President Huddleston’s for his commitment to UNH’s continued membership with the College and University Family/Work Association (CUFWA). Four members of our working group recently attended a CUFWA conference and returned with many great ideas. Many of these ideas will cost UNH very little but we expect that, if incorporated, will provide a large return.

We look forward to our continued work and collaboration with President Huddleston and other members of the UNH administration.

**Child Care**
Members: Peg Kirkpatrick, Nadine Berenguier, Kristin Cole

The goal of the childcare initiative is to create adequate and accessible childcare on the Durham campus.

Throughout the 2009-2010 academic year the Child Care Working Group reviewed data from recent campus climate reports (2008, 2007) and surveys (2009-10) and met with key University stakeholders and community members. These stakeholders included UNH foundation and advancement administrators, campus planners and architects, and local privatized childcare service providers.
The Child Care Working Group worked within the University community to provide information on our recent and enduring efforts to secure adequate childcare on this campus. We asked various UNH Strategic Planning Working Groups to review this goal in relation to the strategic plan. We shared our goals with the Office of Human Resources, and we asked for and received their support. Perhaps, most importantly, we continued to update the other commissions on our efforts. After all, this is not a women’s issue: it is a community issue that affects all of us.

We currently await news from Doug Bencks, University Architect and Director of Campus Planning, in regards to the construction of a childcare facility in the Requests for Proposals for Family and Graduate Housing on campus.

It is clear that there remains a structural problem with the availability of childcare on this campus. What should be a public issue remains a private trouble for many faculty and staff.

If the University is clear in its commitment to recruit the best and the brightest, at some point, and we hope it is now, it must be serious about how we approach the need for childcare on this campus.
The Child Care Working Group is not asking for a lien against the University to make child care a priority and a reality. Rather, much like the residence halls, we plan for a facility that will be sustained primarily by faculty and staff who are parents.

Since the inception of this effort almost 40 years ago, the Child Care Working Group has worked diligently to limit the scope of the charge, collect data, and more recently to seriously consider the resources required. We now ask the President to help build a community of support for the creation of a facility on campus and to assign responsibility to key staff on campus to make it a reality.

Buoyed by the support of key stakeholders on campus, including President Huddleston, the Child Care Working Group is optimistic that a childcare facility will be included in any new family and graduate housing to be constructed on this campus in the near future. We look forward to hearing back from the President and Doug Bencks on the status of this project.

**Leadership Training for Female Students**
Members: Dawn Zitney

The previous academic year, the WC noticed a need on
campus for leadership training and support for female students who are involved with activism on campus. The WC believes activism around women’s issues can be very complex as the issues the women are dealing with often bring varying viewpoints from the activists themselves and the larger community. In addition, there has been a growing backlash from the community against women’s issues, and there needs to be a support system in place for activists to gather in a safe and supportive environment to gain support and strategies on how best to move forward.

The WC believes the UNH community needs to support women’s rights activists on campus by providing leadership training, mentoring and support that empowers student work more effectively together and with the administration. It was the intention of the WC to reach out to the Leadership Center and the Women’s Studies program to begin discussions on how best to move forward. Unfortunately, this project didn’t progress this academic year but is still seen as an important component to the work of the WC and supporting our student leaders.

**Lactation Policy**
Members: Women’s Commission

After several years of discussion and policy writing, the University formally adopted the Lactation Policy. The
Women’s Commission and Office of Affirmative Action and Equity will work with the University, as needed, to identify additional lactation space on campus, in addition to the space currently available in the Dimond Library.

**Pay Equity Study**  
Members: Trece Mettauer

Following one-on-one conversations with tenured, senior women faculty, a meeting was scheduled in December to open the conversation about conducting a pay equity study for faculty. The intent of the meeting was to identify how much support existed for conducting the study, negotiate which faculty would be included in the study, determine what variables would be included, and so on. Due to scheduling conflicts, we had to cancel the meeting. The second attempt to schedule a meeting was halted when union faculty voted to support work-to-rule, and a significant number of key senior women whose support was needed to move forward said they would not support conducting the study at that time. This was seen as a lack of will to move forward, and members felt it was not in the best interest of the Commission to “go it alone.” Focus has now shifted to assessing pay equity for staff. In an initial meeting with Wanda Mitchell, next steps were outlined, which included meeting with the Operating Staff Council, the PAT
Staff Council, and Sharon Demers in the HR office. Lori Wright, one of the 2010 – 2011 Co-Chairs of the Women’s Commission has volunteered to work on this initiative in the coming year.

2009/2010 Working Groups

Marketing/Publications/Reports
Members: Dawn Zitney, Lori Wright, Claire Treat, Kristin Cole, Janice Pierson

The WC realizes that the Web site is one of the main vehicles for providing information to the UNH Community on our current initiatives and on what women across campus are doing to advance equity and inclusion. This year the WC worked closely with the Commissions Support Staff to redesign, rewrite and implement a new WC Web site. This is the first time the site has been updated in over 6 years. A redesign was needed to make the design more current and consistent with the University branding. The new site is now in place and highlights student, faculty and staff members with each of these groups having their own pages for resources, photos and news features. In addition, the WC has created a Facebook page for the use of sharing information with the community on Women’s issues at UNH, in the local community and around the nation.
The WC created a one-page sheet that encompassed the WC’s history and current efforts. This sheet was distributed across campus online, at the Benefits Fair, Colleagues Lunches, and to individuals who inquired about our work. The WC also had a table at the Benefits Fair and raffled off a gift card to a local gym. This was the first year that we were present at the Benefits Fair, and the Commission feels that we should continue to let faculty/staff know more about the Commission and our efforts. The fair is also a good recruitment tool for membership and working groups.

**Violence Against Women Committee (VAWC)**

Members: Mary Mayhew, Vanessa Druskat, Larry Brickner-Wood, Claire Treat, Ali Armenakis, Lauren Banker, Cait Vaughn

The Violence Against Women Committee focused its attention on the University’s adoption of an Amorous Relationship Policy. The policy would be applicable to romantic relationships between faculty and students, staff and students and all other romantic relationships on campus where one individual has supervisory powers over the other individual. The purpose of the policy is not to proscribe these relationships but rather to remove the element of supervision/evaluation. The VAWC will continue working on this initiative.
Ongoing Programming Committee
Members: Sylvia Foster, Ting Chin, Cathy Coakley, Kristin Cole, Jean Elson, Sarah LoPresti, Jennifer Higley, Karen Niland, Carina Self, Erin Sharp, Suzanne Sonneborn, Maggie Wells, members of WildActs

The WC Program Committee accomplished its mission of delivering a pilot program of 50-minute presentations in the series “The Courage To Know” for first-year student discussions of deeper understandings of

- Dating/Consent/Intimacy/Coercion/Rape/Healthy Relationships
- Healthy Sexuality/Bystander Education/Body Image
- Inclusion/ Recognizing Advantage/Privilege
- Substance Use/Abuse

We collaborated with Athletics; the Commission on the Status of People of Color; OMSA; SHARPP; faculty from the Departments of Nursing, Psychology, Sociology and Family Studies; Health Education and Promotion; the senior editor of Main Street magazine; Residential Life; Women’s Studies, a graduate student in sociology, and students who work in the Social Justice Theater Troupe WildActs.

We received positive feedback on our evaluations. The most important comments centered on how the program “Un-
Hooked” changed their perspectives. (29% said that it changed how they see things.) See Appendix A.

The curriculum has been reviewed and accepted by the program planning committee of Residential Life for piloting it next year in first-year and theme dorms such as the multicultural and international living and learning residence halls.

The ongoing programming goal of seeking new faculty partners has resulted in women’s commission collaborative planning with Erin Sharp of Family Studies and Karen Niland, Nursing Program in addition to commission member Jean Elson of Sociology whose students helped us critique our productions toward learning skilled decision-making on issues that can create pitfalls in the first years of study.

The WC worked with the Office of Health Education and Promotion at Health Services to co-sponsor The Mind/Body Dialogues (spring and fall), Debunking the Myth of Body Perfection Film and Discussion Series (fall), and Women/Girl’s FREE HIV Testing/Education Awareness Day. The WC was also a co-sponsor of researcher/author Jackson Katz for Sexual Assault Awareness Month (spring).

**Membership Committee**
Members: Dawn Zitney, Amy Culp, Janice Pierson
In May 2009, the WC had an end-of-year/advance retreat. In attendance were current and incoming members. The purpose of the meeting was to debrief and look forward to 2009/2010 year. This meeting was found to be a good orientation for new members and allowed the WC to immediately begin work over the summer or in the fall on initiatives.

At the start of the fall, membership was full; however, we soon lost a community member Angela Haynes, and were unable to find a replacement. The second semester, work-to-rule impacted some faculty attendance, and we lost Kristin Cole, the Women’s Head Basketball Coach towards the end of the semester. Both of these losses made an impact on working groups. The Commission has decided that if work-to-rule comes into place again for faculty members, that we will fill their positions with staff members.

The WC had several inquires for membership as a result of the annual celebration/awards. The WC also recognized the need to become more inclusive in membership to better meet the needs of the entire University. We will start the 2010/2011 academic year with full membership with the Community Member position to be filled in the fall.

After two years, Dawn Zitney and Trece Mettauer have served their terms as co-chairs and members of the WC; however, both have pledged to continue in their working
groups. The new co-chairs for the 2010/2011 academic year are Ruth Varner and Lori Wright.

**Annual Celebration and Awards Ceremony**

Members: Dawn Zitney, Amy Culp, Peg Kirkpatrick, Ruth Varner, Ali Armenakis, Nicole O’Connor, Sylvia Foster

The WC celebrated its 26th annual celebration/awards ceremony in March. The theme for the year was *Lifting As We Climb: Celebrating the Achievements of Women at UNH*. We hoped to speak to the struggles and accomplishments of women on campus from a diverse group of women who are working in various areas of campus to lift others as they themselves climb. Panelists included Jessica Burnap, Women’s Assistant Lacrosse Coach, Athletics; Karen Frarie, Administrative Assistant III, Social Work Department; Dr. Anita Klein, Associate Professor, Department of Biological Sciences; Melissa Schilke, Undergraduate Student, Psychology, College of Liberal Arts, class of 2010; and Vilmarie Sanchez, Human Resources Business Partner, University Campus Operations.

In addition to the panel, there was a performance by Quintense, a musical group of female undergraduate students. And Jennifer Moses, Associate Professor of Art and Art History, granted us permission to use her artwork “Wide Sargasso Sea” as symbolic of the theme of the celebration.
Women’s Commission members and UNH students Nicole O’Connor and Ali Armenakis presented the awards. The recipient of this year’s Student Awards were Jen Hill, Humanities and Women’s Studies and Kam Jamison, Women’s Studies. The recipient of the Faculty Award was Professor Reginald Wilburn, English Department. The recipient of the Stephanie Thomas Staff Award was Erica Johnson of the Interoperability Lab, and the winner of the Joyce Gibbs Award was Tricia Hanley of the Counseling Center.

Attendance this year was much greater than in past years. Approximately 100 individuals were in attendance. The increase in numbers may be attributed to marketing efforts that included making use of the Campus Journal, the UNH homepage, and direct mailings to targeted individuals and departments.

Going forward, the WC would request that additional funds be set aside for the annual celebration. For the last two years we have had to inquire about obtaining additional funds from the Vice Provost and Chief Diversity Officer and the Office of Affirmative Action and Equity. The additional funds were needed to purchase food and decorations. The WC anticipates that the attendance at the annual celebration/awards will continue to grow.

Summary
The 2009 – 2010 academic year was quite productive for the WC. Work began on a few new initiatives members identified at the Retreat/Advance held at the end of the previous year. These included reviewing policies and practices related to work/life balance on campus; educational programming for first-year students; and the drafting of an Amorous Relationship Policy. The website for the WC was overhauled to better highlight and reflect the work of the Commission. At the same time, work on ongoing projects moved forward. Momentum created last year in the effort to address childcare needs on campus was maintained. The Lactation policy was approved. And though the pay equity study for faculty was tabled, focus has now shifted to an evaluation of equity issues for staff. Finally, the Commission continues to partner with other University organizations and offices to educate our community about the issues most critical to women on our campus. We all appreciate the opportunity we have been given to serve.
The Courage To Know: Alcohol at UNH

Evaluation Results

*September 23, 2009*

**25 students attended event, 8 evaluations received**

5 - Exceptional  4 - Exceeded Expectations  3 - Met Expectations  2 - Marginal  1 - Unsatisfactory

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Interested in a course in the academic setting on topics like alcohol at UNH, hooking up, body image, diversity, study tips and time management tools  
5 responses (yes)  3 - no responses
General comments and suggestions:

- Great program, it really makes you think about the decisions and your friends' decisions that you are making.
- Good job, I found this presentation very interesting and enjoyed it.

The Courage To Know: Hooking Up

Evaluation Results

November 3, 2009

110 students attended event; 25 evaluations were received.

5 – Exceptional  4 – Exceeded Expectations  3 – Met Expectations  2 – Marginal  1 Unsatisfactory

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Interested in a course in the academic setting on topics like alcohol at UNH, hooking up, body image, diversity, study tips and time management tools  21 responses (yes)  2 responses (no)

General comments and suggestions:

- Great speech/lecture, very interesting, really made you think
- This had minimal relation to hooking up – more to do with relationships
- Great job, I really enjoyed this program, I learned a lot and feel it is beneficial
- Great presentation, maybe try the interaction with audience for wildcats portion
- Thank you for putting on such a wonderful program
- Excellent speaker, one of the best, very interesting and useful information
- The speaker said a lot of obvious things, loved the movie though
Un-Hooked with Wild Acts: The Courage to Know

Evaluation

March 31. 2010

123 students attended the event; 72 evaluations were received.

5–Exceptional  4 - Exceeded Expectations  3 – Met Expectations 2 – Marginal  1- Unsatisfactory

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Was there any part of the program that changed your perspective?

Yes (29%)
No (65%)
Blank (6%)

If yes, how did it change your perspective?

- The whole thing allowed me to be able to understand everything and everyone around me.
- I didn't realize that the definition [of “hooking up”] was quite so different.
- People’s feelings
- That people view hooking up differently
- Relationships
- The different parts of the play’s story were interesting and eye-opening to relationships
- Insecure girl with eating disorder.
- Definitions of “hooking up”.
- How important communication is. I think it would be beneficial for freshmen especially.
- Importance of good communication in a relationship
- How communication makes a difference
- Not all the same definition about hooking up
- Not everyone has the same definition of hooking up.
- Love different relationships. Can me good not to make judgments about others’ relationships.
- The guy who was hurt by the “friends with benefits” relationship
- How hooking up is different among some people
- I’m more interested in being honest.

General Comments:
- This was fantastic.
- I thought it was a really good performance and had really exciting points.
- It was very good, and it took the social awkwardness of typical situations and put them in real perspectives.
- I really enjoyed the show very much!
- Ok job, info we already knew
- Any reason why substance abuse was not addressed?
- Great acting
- Great
- The actors did a great job.
- I really felt this program was very “lifetime” or expected. I guess I just kind of feel like I already knew that stuff.
- I thought everyone was excellent.
- Great job cast!
- Very interesting! Hard to hear actors at some points especially when music was playing.
- Really got me thinking. I liked it a lot.
- Nicely put together
- Clicker questions were a good idea.
- Reminded me of my friends’ situations as freshmen.
- Had good representation of different situations. Funny and interesting
- Funny and interesting
- Good scenarios
- Very good acting!
- Good job
- It was really good.
- Erin was very good.
- Good work