

System-Wide Gender Equity Advisory Committee
Annual Report to NU President J.B. Milliken

April 12, 2007

This is the first report from the newly reconstituted System-wide Gender Equity Advisory Committee ("Committee") at the University of Nebraska. The Committee's Statement of Purpose (see attachment #1) states that the Committee serves as an advisory committee to the President of the University of Nebraska and that the Committee "shall meet with the President . . . at least once during the academic year to discuss issues, policies, practices, and recommendations related to gender equity."

This report is a summary of the issues and recommendations that the Committee

and support women and men in their careers. These policies include active service, modified duties; childcare centers on campus; family leave; and part-time tenure tracks.⁴

This Committee is also concerned with the number of women faculty at the

University who either do not achieve the status of associate or full professor and

achieve that status and then leave the University. The coming wave of retirements presents an opportunity for the University to establish new strategies for recruiting and retaining senior women faculty. Such strategies include offering professional development opportunities for women faculty and increased attention by department

a. Deans and Chairs of academic departments, student advisors, and staff directors are aware of the policies and are making them available on an equal basis.

b. Faculty, staff, and students are made aware of existing family friendly

policies through multiple channels including but not limited to easily

accessible websites, brochures, and their direct supervisors.

4. that Central Administration be revise University-wide employee benefits to support the enactment of family-friendly policies.
5. that Central Administration create a dedicated pool of funds to cover new policies of paid leave for family care. This is critical to avoid situations where employees who do not take family care leave are required to take on additional

STATEMENT OF PURPOSE AND ORGANIZATION

July 19, 2006

Purpose

The Highwater Foundation is a 501(c)(3) non-profit organization...



