

**UMD COMMISSION ON WOMEN
ANNUAL RETREAT
AUGUST 14, 2000
McCabe Renewal Center**

Present: Jeanne Doty, Linda Larson, Deborah Petersen-Perlman, Dorothy Olson, Char Harkins, Susana Pelayo-Woodward, Nancy Damberg

I. Our mission statement: "The UMD Commission on Women works to improve and to enrich the working and learning environments for women on campus".

A. What success have we had in living our mission statement?

- Development of sexual harassment posters
- Establish maternity leave
- Sponsor spring Celebration of UMD Women luncheons
- Grants program
- Co-sponsor Take Our Daughter to Work program
- Support the position of Director of GLBT services
- Support Title IX and improvements in women's athletics

B. Name the three most important things that have happened at UMD.

- Grants - opportunities for staff, students and faculty
- Child Care - baby changing tables and breast feeding room
(Suggestion: make sign about location of baby changing areas and put sign on campus map.)
- Title IX - improvements in women's athletics

C. What areas do we need to address this academic year?

- Child care
- Pay equity
- Job classification (What is full-time, what is part-time?)
- Benefits
- Family Housing
- Mentoring
- Monitor post-tenure review
- Safety on campus
- Winter walk - need a walking route thru campus
- Balance in our lives - too busy, health issues

II. Reviewed the items discussed at past retreats. Items that we continue to mention:

- Child care
- Mentoring program
- Family housing needs
- Develop a recruitment brochure for new faculty/staff

III. Child care update

Deborah Petersen-Perlman is the CW child care liaison. She had a conversation with Joe Michela.

- Construction begins next spring
- No service provider on board
- Architect has a child care consultant
- DTA will put out bid for provider
- CW can help select provider
- CW can help review survey results

Deborah will send a follow-up letter to Greg Fox.

IV. 2000-01 Committees

Committee assignments were reviewed.

V. Jessica Hugh's Visit

Suggested date - October 26

Gallery of Grants event at the same time

Linda and Deborah will work on early arrangements

VI. Elections for resignations

CLA, SFA and P/A reps

VII. Chancellor Martin

Guest at CW meeting on October 11.

VIII. Mentoring program

- Regent scholarship program (Linda will get list from Lita Wallace)
- Mentoring program committee - Char Harkins, Deborah Petersen-Perlman, Linda Larson; need to add additional members. Char, Deborah and Linda will meet Sept. 12 at 8:40 a.m. to begin planning the program