

- I. Welcome – Present: Jan R, Linda L, Joy M, Nancy D, Jean B-T, Penny C, Judy B, Sharon T, Char H, Sheila S, Judy T, Barb E, Deborah P-P, Aubie S, Kiandra F, Jeanne D, Susana P-W, Leah B.
Excused: Dorothy O, Lori J, Mitzi D.
- II. Approval of minutes from 5/9/01 and 9/12/01
 - Approval of 5/9 minutes moved, seconded, and approved
 - Approval of 9/12 minutes with one correction - the addition of Debra Petersen-Perlman as a facilitator with the Regent Scholarship recipient's group – moved, seconded, and approved.
- III. Task Forces
 - A. Web page update
 - page has been updated with current information
 - Publication and Publicity committee will review it and offer any suggestions.
 - A note was made regarding the difficulty in navigating UMD's new homepage and a suggestion was offered to make any comments to the address offered on the page.
 - B. DTA and Day Care Update
 - A letter was drafted and sent to Greg Fox stating that the Commission on Women would like to have a member sitting on the daycare subcommittee, and there are people currently willing and able to do this. A copy of this letter will be made available to the Commission.
- IV. Meeting with special guests- Linda Kinnear, Vince Magnuson, Richard Liu (12:30)
 - A. Introductions
 - B. Discussion of the types of data requested by the Committee and some of the problems involved with obtaining it. The Committee was first addressed by Vince Magnuson who outlined the following issues:
 1. Equity between men and women faculty and P&A appointments
 2. Retention raises – equity between men and women faculty
 3. Issue of very low faculty salaries in some of the colleges

He further noted the timeliness of looking at this data - it has been several years since salary equalization had been done; and detailed what his office would be able to provide to the Committee:

 1. Up to date data but not market data – they are in the process of generating current faculty data.
 2. Data analysis – his office will look at a variety of ways to analyze the data and identify the disproportionate units in several categories.

He continued by describing some of the problems that arise when you look at salary equity.

1. What you currently make is a function of what you started out at.
2. Market vs performance issues.
3. The equity problem with years of service that arises when the starting salary is increased.
4. The vast differences in job duties within the same job code make comparing P&A salaries difficult.

C. More detail was provided by Linda Kinnear.

1. The UEA contract creates hiring differences when compared to other campuses, ex: the contract won't allow the hiring of teaching assistants. This creates a class of "instructors" that are the same level as teaching assistants on other campuses.
2. Data difficulties:
 - The conversion to PeopleSoft eliminated computerized history before 1998.
 - More recent data is only currently being entered (FY02 will be available next week).
 - The problems comparing faculty from different colleges where the market sets basic value.
 - Gender is considered private data so the numbers will be an aggregate, and areas with 3 or less persons will not be available.
 - In P&A specifically, the hire date on record may not be the hire date of the current ranking. Sorting out years in rank will be time consuming.

D. The Committee expressed its gratitude to the guests for their time and information, and it was decided that Jan Ringer will be the contact person for any information from their office.

V. Committee Reports (please choose chair and meeting time)

A. Bylaws and Policy – no report

B. Grants and Budgeting – chair Aubie Shaw

1. No report
2. A discrepancy was noted in the deadline for large grant monies available for spring programs. A discussion ensued.
 - Two dates have been publicized: October 15th and November 15th (November is currently on the Web <http://www.d.umn.edu/comwomen/majgrants.html>).
 - A decision was made to leave the dates of November 15th and April 15th.
 - A motion was made to tie the date to the Gallery of Grants speaker on November 14th. It was decided to refer this to the Programming committee.

C. Programming – chair Joy Michalicek
- No report

D. Publication and Publicity – chair Leah Bruns
1. No report
2. A question was raised regarding who does special typing for the Committee – no decision was made.
3. The CUFS number was made available for any copying or printing.

VI. Around the Room (brief)

A. Linda Larson brought posters and more detailed information about the homecoming festivities.

B. Susana Pelayo-Woodward brought Clothesline Project pins to purchase from WRAC for domestic violence prevention.

C. Deborah Petersen-Perlman made note of, what appears to be, the lack of sensitivity of the Kirby Program Board, which allowed the Diversity Spectrum Lecture to be scheduled on the first night of Yom Kippur.

VII. Next meeting- October 10, 2001, same time and place