

Subject: minutes of 11/14

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From: Claudia PlauntMartin <cplaunt@d.umn.edu>

To: Commision on Women <commission.women@d.umn.edu>

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Commission on Women
11/14/01

<http://www.d.umn.edu/comwomen>

minutes

Present: Jan R, Leah B, Nancy D, Aubie S, Penny C, Barb E, Judy T,
Linda L, Char H, Joy M, Virginia B, Deborah P-P, Susana P-W.
Excused: Dorothy O, Sharon T, Jean B-T, Kiandra F, Jeanne D, Mitzi D,
Sheila S. *Lori J.*

I. Approval of minutes from 10/24 with 1 exception: In section I., 2),
2nd bullet - change the 2 instances of the word rumor to concern(s)

II. New Business

A. Student tea - idea from retreat

- Defer to spring semester when the chair will have more time.

B. Listserv update or feedback

- It's working
- A decision was made not to automatically include all women grad students because of list maintenance issues, but any interested woman is encouraged to request to be added.
- A suggestion was made to put signon information in the Currents to reach any interested women who might not be on the list, like grad students and those with suppressed information.

III. Committee Reports

A. Bylaws and Policy - Chair? - no report

- A reminder to the committee that they have been assigned the task of helping to notify regular staff of the Reporting of the Maltreatment of Minors Act.

B. Grants & Budgets - Aubie - no report

- The deadline for large grants is tomorrow (11/15) and they will be reviewed on 11/26. A report will be brought to the next meeting on 11/28.

C. Programming - Joy

- Gallery of Grants starts at 6:00 tonight with the speaker (Peggy MacIntosh) from 7:00 to 8:00

D. Publication & Publicity - Leah - no report

- A suggestion was made to assign the responsibility of keeping track of (clipping & filing) all the Commission ads to this committee. Linda L. may have some of the earlier ones from this year.

IV. Task Force Reports

A. Mentoring

- Deborah P-P. and Linda L. will put together information about the Regent's Scholarship Mentoring Program and present it to a conference in Fort Worth in March 2002.
- FYI - November is Women faculty acknowledgement month. An invitation to check out the related display in the Med School was received from Barb E.

B. Salary

- Reiteration of what was noted last meeting: A raised consciousness regarding this issue may have been the most valuable contribution, no follow up is suggested at this time, and the Commission will trust that the results are legitimate.
- The chair will remove this item from the agenda pending further activity in this area.

C. Web Crossing - no report

- The chair will consider removing this item from the agenda pending further activity in this area.

D. Child Care (Grants? - Linda)

- The Web site for the National Coalition for Campus Children <http://www.campuschildren.org> has some information on grants that may be pertinent. The grants sound doable - it's possible the Commission should become involved.
- The YWCA is still interested as a provider

V. At about 1:00 pm - Deborah P-P will address 2 issues:

1) Exit interviews of faculty

- Deborah has been in contact with the director of Human Resources and both were in agreement that this is a good idea. There is currently nothing in place.
- Implementation:
 - Could be done by several different offices. Someone must be designated to do them & provide an annual report
 - Should they do across-the-board interviews or start with the under represented groups with plans to expand in the future?
- Possible problems:
 - Should the OEO do them? There might be a conflict of interest if the reason for leaving is something that needed to be investigated.
 - Confidentiality - a signature form must be created allowing persons to either waive or not waive their right to confidentiality.
- The Commission involvement:
 - Jan R. will draft a letter to Vince Magnuson addressing this issue, and bring it to the next meeting (11/28) for review by the members.
 - The Commission can make recommendations on questions to ask in the interviews.

2) College & Universities Work Family Association conference overview
The theme focused on balancing a family & career, emphasizing women. Several areas of interest were: assisting women on the tenure track, dual career couples, & things that drive women out (by Nancy Hopkins from MIT). This organization is quite involved with some of the same issues that interest the Commission such as: child/elder care, & same sex domestic partner rights. One report that would be of special interest to the Commission was the Millennium Project, which focused on the recruitment, support, & retention of women. Deborah expressed her gratitude to the Commission for sending her to this very excellent conference. Comments and a discussion relating University specifics to these ideas followed.

VI. Other

1) May 1st Program

- Suggestions were received for a speaker including Nancy Hopkins or

someone from our own EAP. Virginia B offered to find out more about Nancy Hopkins.

• Suggestions for topics included multitasking, and balancing.

2) Susana P-W informed the Commission members that they were all invited (at their own expense) to join her and Peggy McIntosh for dinner @ Bennett's after the lecture tonight.

3) Deborah P-P reminded the members to attend, if possible, one of tomorrow's sessions (10:30 am to noon and 2:30 to 4 pm) on "Understanding Islam" sponsored by the UMD Office of Equal Opportunity, UMD Department of Human Resources, and the UMD Commission on Human Diversity. The speaker will be Nehrwr Abdul-Wahid of UMTC Diversity Institute.

VII. Around the Room

Jan R.

- Brought information from the Chemical Health Advisory Committee regarding findings from the Alcohol Task Force, chaired by Ken Schoen. A discussion ensued. Jan will email a complete list of the recommendations to members of the Commission.

Linda L.

- Dave Wyrick, from UMD Industrial Engineering, and his team won the world competition with their rendition of a quadriplegic-friendly fishing pole.
- The UMD mascot, Champ will be riding in the DTA trolley with a group of area children in the Christmas City of the North Parade this Friday.

Barb E.

- Note that the impetus for the Medical School's display acknowledging women, started in this Committee.

VIII. Next meeting - November 28, 2001, same time and place

Please note that these minutes will be posted to the Commission Web page after they have been approved.

respectfully submitted by Claudia PlauntMartin

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