

## **Commission on Women Minutes**

**April 10th, 2002**

**Present Members:** Nancy D, Aubie S, Char H, Joy M, Penny C, Virginia B, Suzanne S, Deborah P-P, Rachel S, Jan R, and Judy T

**Excused Members:** Sheila, Barb E, Susana P-W, Judy B, Linda L, Lori J, and Pat M

**Guests:** Kathryn A. Martin and Vincent Magnuson

**I. Approval of Last Minutes- correction: Nancy was present**

**II. Committees**

**A. Bylaws- Nothing new to report**

**B. Grants- April 15th is the large grant deadline; Jan received an email for a bill for Women's History Month posters (with assumption COW would pick up 1/3 of the bill) -Nancy will look in last years minutes to see if the grant or money is allocated for this year also**

**C. Programming-**

1. Mock invitation- to Leah
2. Ask Publicity to send out invitations to retirees
3. Char will do Web Crossing for the event in the evening
4. Deb P-P will send an email to invite TC Women leaders
5. Will recognize Linda L and the Women's Hockey team
6. Next meeting- Friday April 12th
7. Nancy Hopkins will not be able to come next year- look for another speaker (Virginia volunteered)

**D. Publication and Publicity- working on luncheon publicity**

**III. Task Forces**

**A. Childcare-**

1. Jan called Joe Michela
2. John Brostrom is working on the RFP now
3. 90% chance building will be approved if bids come within budget

**B. Mentoring-**

1. Promote workshop for learners (5 are signed up)
2. Deborah had a disappointing conference experience, but has a paper!

**C. Web Crossing Presentation**

1. Will publicize through email list serve
2. Need to add link to our website
3. Demonstrate at evening event
4. Suggested that COW hire an ITSS person to be the system administrator

**D. Bathroom Posters- Linda Naughton will have 2 mock posters made up by the next meeting**

**E. Election**

1. Aubie and Suzanne will help stuff envelopes
2. Nominations due April 19th
3. Jan will get election for chair ready by the next meeting

IV. Other- Aubie will join Nightwalk as COW representative

Guest Speakers (Kathryn A. Martin and Vince Magnuson):

1. Faculty Exit Interviews-

- a. KM is opposed if the results go to the TC campus
- b. KM and VM are for exit interviews if the info can stay at UMD
- c. Interviews should be implemented for employees in general
- d. Question- "Where does the info on why the person left go?"- to whom?
- e. The interview would be in a form of a written questionnaire
- f. UMD never has extra money due to job turnover (unlike the TC campus)

2. Salary Information-

- a. No evidence that there is any difference- for or against women
- b. Generally true that salary relates to the market, particular college, and if the person is involved in an administrative position
- d. Hiring more new women than men
- e. Bad News- women are more likely to be hired into lower paying positions
- f. 183 PA's on campus- can offer help by looking at women's individual cases

3. Budget

- a. Will be OKAY this year
- b. Next year could be worse, if market does not improve

4. Closing of Psychology Graduate Department

- a. No comment
- b. Talk to Dean Paul Deputy for any questions and concerns

V. Next meeting- April 24, 2002, noon, K355-57