



UNIVERSITY OF MINNESOTA  
DULUTH

Office of Vice Chancellor for Academic Administration

UMD Commission on Women  
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October 27, 1990

To: V. Broughton                      M. Johnson                      T. Williams                      L. Parry  
      A. Hershey                        C. MacLeod                      G. Brush  
      S. Swain                            J. Maddy                        J. Trolander

From: C. Burban

Re: Meeting Minutes: THE UMD COMMISSION ON WOMEN

The meeting was held on October 24, at noon in Boh 351. The following members were present: Jane, Charlotte, Linda, Judy, Margaret, Valerie, Teri and Shirley.

The minutes of October 10 were amended and then approved as follows: 1) The U-Women publication was published last year but not distributed to the 4 coordinate campuses. 2) Ann Reynolds is the second campus speaker sponsored by the Commission this year.

Regarding publicity for Dr. Ivey's convocation, it was recommended that Cindy input the announcement for E-mail to all Deans/Department Heads/Directors.

Jane and Judy briefed everyone about the St. Cloud meeting and distributed pertinent handouts for review. First, the group reviewed information regarding the commission's role in conducting focus group interviews with a cross-section of department, college and central administrators who are known for their effectiveness in fostering productive work and learning environments for academic women. Both Valerie and Cindy will be involved in initiating these discussions as an upcoming Commission project. Second, Jane reviewed her Friday evening (October 13) report. Third, some ideas for strategic planning were discussed that were initiated by the Morris campus. Fourth, there was a discussion of an orientation dinner for new faculty women that was implemented on the TC campus. Also, Judy summarized her minutes from the St. Cloud meeting.

Next, the group commented on the reaction to the Dean search description of last year. The Commission is interested in developing new action in order to avoid this reaction in the future. There was an overall consensus to offer Judith Kaplan consulting assistance. The group supported the idea of letting her know that the Commission would be available to check over job descriptions and other materials when the search is in its preliminary phase. When search procedures are reviewed this year, the Commission will suggest that a statement regarding diversity be prepared for all search committee members.

A discussion about the AAC followed. Judy suggested that Jane attend their meetings. However, Margaret, Valerie and Sabra are already on the AAC. Jane may go to the AAC and Chancellor's Cabinet meetings in the future to promote the consultative role of the Commission. There was comment that the AAC rarely acts on policy. The members agreed that the gender-related issue of the future of child care programs should be an area of Commission input. Valerie and Margaret would be able to bring information from the AAC to the Commission for review.

Following this, the group reviewed the upcoming meeting for the Friends of MN Plan II on November 20 at 3 pm in the Garden Room. There was support for the program to be titled-"After Rajender, What?". Both Kaplan and Nordquist have been contacted to participate in this meeting. They will address sexual harassment reports and give an update on the time-line issue.

The group agreed that a story about the UMD Commission should appear in the next issue of U-Women. Jane will contact Janet Spector to inquire about this and turn it over to Shirley Swain. Doris Pride would be assigned to do the article. It was recommended that other methods of publicity be utilized also.

It was decided that another issue for future consideration to be undertaken by the Commission is the need for child care programming or referral services for students. There is currently a strong child care program on the TC campus and none at UMD. The following individuals were mentioned as those who would be critical to inquire about current childcare survey information and relevant data: Bruce Gildseth, Janine Watts, Gregory Fox, Bob Evans, and Helen Carlson.

Information about Oregon State's Spousal Referral program was distributed and numerous questions were raised which will be investigated further. The members agreed that a Dual Career Policy should be developed and recommended by the Commission.

Jane shared a hand-out she received in St. Cloud titled- "Academic Mentoring for Women Students and Faculty: A New Look at an Old Way to Get Ahead". A copy will be sent to all members. It outlines the need for mentoring, its benefits, barriers, and model program ideas. Linda mentioned that the School of Business has initiated a mentoring program. As a part of that program, there is one aspect targeted for women.

Jane discussed the notice concerning the Rockefeller Humanist in Residence Program 1991-1992. All members will be sent a copy of this flier also. The Center for Advanced Feminist Studies at the TC campus is offering two Fellowships for one post-doctoral and one senior scholar on the theme "Theorizing Female Diversity: The Social Construction of Difference."

Charlotte MacLeod announced that she will be continuing her appointment as Department Head of Women's Studies until the end of her 1991 contract.

THE NEXT MEETING IS NOVEMBER 7 in K333