

Subject: Retreat Minutes

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From: Jan Ringer <jringer@d.umn.edu>

To: commission.women@smtp.d.umn.edu

Commission Members:

Here are the minutes from our August retreat. It waqs great fun!

COMMISSION ON WOMEN
MINUTES OF THE RETREAT MEETING: August 23, 2001

The August 23, 2001 Retreat Meeting of the Commission on Women was held from noon - 4 pm at the home of Judith Trolander. (A big thanks for Judy's kind hospitality and great location!)

Members present :Lori Johnson, Nancy Damberg, Joy Michalicek, Virginia Borden, Shelia Shusterich, Judy Trolander, Jan Ringer, Char Harkins, Susan Pelayo-Woodward, Barb Elliott, and Deborah Peterson-Perlman.

Chairwoman Jan Ringer called the meeting to order and began with introductions.

A tasty lunch with food from the Exchange Deli followed.

Linda Larson presented the Annual Report for 2000-01. She noted changes to the by-laws which no longer limit the term of chair of the Commission.

Get Well cards were signed for Commission members Penny Cragun and Dorothy Olson.

SALARY:

The Salary Committee made up of Judy Trolander, Shelia Shusterich and Virginia Borden discussed the information that they had received with regard to UMD salaries. They are now looking for direction on what additional information they need and how to analyze the data. Thoughts of the group included needing to know rank and years at UMD. The goal is to compare the salaries between men and women and determine equitability.

Lori Johnson

MENTORING:

Deborah Peterson-Perlman presented information about a conference: Diversity in Mentoring sponsored by the International Mentoring Association and Western Michigan University to be held in Fort Worth, Texas in April. Because this conference appears to fit well into our current mentoring iniatives, Deborah was looking for others who may be interested in submitting a proposal. The deadline for submission is September 28.

The Mentoring project aimed at Regent's Scholarship winners was presented by Linda Larson. Programs presented last year included scheduling, time management, a campus tour, study skills, library skills and the access center. It was the feeling of the group that this was a successful program and appreciated by the participants. This will be an on-going project for the coming year. In addition, an ICL class (Introduction to College Learning) is being tailored specifically for Regents Scholarship participants.

Char Harkins reported that she intended to continue to work on the Have a Talent-Share a Talent program and White Bag lunch ideas.

DISCUSSION:

Attendance at Commission meetings was discussed. It is apparent that the by-laws with regard to the attendance policy need to be examined. It was agreed that for this year, the Commission would meet the 2nd and 4th Wednesday of the month from noon to 1:30 and that a member would consider to be in attendance if she was there for any part of that time.

CHILD CARE

Deborah Peterson-Perlman provided an update on the Child Care Center. Deborah had spoken with Joe Michela and there now appears to be questions with regard to DTA and federal funding and if it may be used for building of the child care center. Construction is now estimated to start in May 2002. Deborah and Joy Michelicek will continue to investigate these issues.

WEB PAGE

Char Harkins discussed web page development and past problems. Jan Ringer will see if she can get the information updated soon by a staff member from Health Services.

BRAINSTORMING

The Commission spent the remainder of the retreat examining issues that the Commission should focus on in the coming year. Major categories that came out of using the Affinity Diagram Activity included (numbered items are not in priority order):

ACHIEVE A FAMILY FRIENDLY CAMPUS

1. Address work and family issues
2. Balance work and family
3. Learn how to raise kids
4. Work on issues of positive male/ female relationships at college age
5. Continue to develop relationships among women in different units ("professional categories")
6. Get to know more people on campus and know each others concerns and interests
7. Family housing on campus

PUBLICITY/ COMMUNICATION

1. Lobby for a Director for the Women's Resource and Action Center
2. Discussion groups on line
3. Statesman policies
4. Eliminate inappropriate advertising in the Statesman
5. Women students realize how much better things are now
6. Create an electronic newsletter like the TC Women's Office- 2 responses
7. Provide more publicity regarding Commission Grants
8. Increase communication to university women regarding programming (example- from email lists)

CHILD CARE-

1. Collect data on need or desire for on-campus child care to make case- MAKE A NOISE
2. Work on day care

MENTORING/ SUPPORT-

1. Work on mentoring- 2 responses
2. Establish mentoring relationships with undergrad women
3. Establish regular ICL class for Regent's Scholarship recipients
4. Take your Daughter to Work
5. Have a Talent- Share a Talent
6. Support the need and importance of having a Women's Studies Dept.
7. Girls (12-18) shadow women in their field of interest
8. Regent's Scholarship mentoring program
9. Mentor programs within collegiate units
10. Publish UMD success stories of women who have come up through the ranks

SALARY/ EQUITY-

1. Opportunities for advancement
2. Expand/ modify existing programs to incorporate afternoon and evening crews
3. Women receive secure contracts
4. Salary equity- 3 responses
5. Bring Nancy Hopkins of MIT to campus
6. Health care benefits
7. Not allow collegiate units to continue with single year contract "abuse" of part-time faculty

MISCELLANEOUS-

1. Safety
2. Women's music available regularly
3. Support of women's athletics
4. Uniform forms

Notes taken by: Char Harkins

note: the tasty mixed nuts that were the highlight of the day were:
Fisher Favorite Praline Glazed Nuts and Cashews

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"Success seems to be largely a matter of hanging on after others have let go."- William Feather