



UNIVERSITY OF MINNESOTA
DULUTH

UMD Commission on Women
420 Darland Administration Building
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December 14, 1990

To: Linda Parry	Teri Williams	Anne Hershey	Valerie Broughton
Gloria Brush	Margaret Johnson	Charlotte MacLeod	Judy Trolander
Jane Maddy	Shirley Swain		

From: C. Burban

Re: Minutes- December 12, 1990

(NEXT MEETING: WED. DECEMBER 19th. K 323. 1-3 p.m.!!)

The meeting began at 1 p.m. in K 351. The following members were present: Maddy, Brush, Williams, Swain, Hershey, and MacLeod.

The minutes of November 14 were approved as written. The meeting opened with a presentation from Linda Saline and Joan Ostapenko from the Dental Hygiene Department. Both women addressed the Commission regarding the recommendation to eliminate the Dental Hygiene program under the University Reallocation Plan. Several key issues were raised. First, Linda wanted to dispel the misinformation that the program is being cut because it does not offer a Baccalaureate degree. In 1976 and again in 1977 the program has recommended a Baccalaureate degree proposal which was denied by then acting Don Harris, V.C. of Academic Affairs. Currently, Dental Hygiene is a 3 year accredited program. Students complete 1 year of prerequisites and 2 years of credits within the Dental Hygiene program. Students complete 118 credits and must take 90 additional university credits in Health Education to receive a B.A. degree. (Roughly 20% of these students pursue the additional credits). Within the profession there is a move to put D.H. in a baccalaurate setting. Linda stated that a dental hygienist is defined as a health education care provider... not a technician.

Second, Linda was concerned because this department is primarily dominated with female faculty members and the profession is mostly comprised of women. Has the intent been to deliberately keep this program vulnerable? And if the program is cancelled, are we denying professional women a chance to gain the educational credentials they require? UMD's program is currently the only D.H. program North of the Twin Cities. Third, Linda expressed that the Twin Cities campus instituted a Baccalaureate D.H. program this past fall 1990. UMTC graduates 32-36 students per year and UMD graduates 20 per year. There are 50 students within the program now completing their prerequisites. Fourth, the Higher Education Coordinating Board has put a moratorium on building any new D.H. programs in the state due to financial cutbacks. Discussion continued and Jane has responded with a follow-up letter to Bob Evans regarding the Commission's position on the Reallocation Plan.(Hand-out). Jane also reported on Evan's response to the Commission's position.

Next, Jane reviewed the proposed budget for 1991-1992 which will be sent to Janet Spector.(Hand-out) It was accepted after slight amendments.

Membership terms (H-out) was next on the agenda. A recommendation was made to add AAC2 to the outline.

Jane mentioned that Greg Fox has initiated a Departmental review process. The Police Department will be investigated first and Shirley Swain is chairing the committee. Greg inquired about the interest in having a Commission member represented on this committee. Charlotte has volunteered. This committee will convene between Jan-March.

Jane reported on the follow-up from Gildseth on child care issues.(H-out). The Commission agreed that the need is not being met on campus. Helen Carlson has expressed interest in providing assistance on this issue. Jane will inquire about the initiation of a needs assessment survey with Helen and Bruce.

The next item concerned the petition to the Regents regarding P & A appointments. The members agreed that we need to request more information about this petition to clarify the origination of the document.

Following this, there was support to send the Commission Action Agenda to the following people: All persons receiving final Commission minutes and Department Heads. It was recommended that these documents be printed on colored paper.

Shirley made the recommendation that we reprint the Bridge article in the U-Women periodical. Cindy will pursue this.

Jane has generated contact with Ann Reynolds and she is awaiting verification on her January 24th visit.

A discussion was initiated regarding the VC Search document. Dr. Ivey noted that the request for 5 letters of reference "limits the pool of women and minorities because it discourages applicants in losing their confidentiality". Dr. Ivey cited that this was an "old fashioned" means of searching and stated that an alternative approach would be to request letters of reference after candidates made the first cut. Swain suggested that the Commission respond to this in a letter to Kaplan mentioning this point as an inhibiting factor. MacLeod also suggested that the search committee not eliminate an otherwise acceptable candidate on the basis of not having letters of reference. It was agreed that this issue may be pursued for future searches.

Jane called our attention to the article "Diagnosis:Harassment- A Medical School Prof Overcomes Sexual Slurs". (H-out). The same attorney represented several UMD participants in their Rajender cases.

It was agreed that the Friends of MN Plan II meeting generated good discussion. Less than 20 people attended; however, it was believed that the timing of the meeting was off.

Dr. Ivey's convocation was attended by 17 people. The rescheduling may have been an issue here. Jane expressed disappointment in the lack of member attendance at her drop-in following the convocation.(4 members were present). In the future, it was recommended that the Garden Room, Hum 315, or Med 130 be investigated as "smaller" rooms for convocations.

Charlotte informed the group that the T. Morse Award for outstanding undergraduate teaching is accepting applications. She encouraged women in various departments to apply.