

President's Commission on Women's Issues
1204 Cole Student Activities Building
Thursday, September 27, 2012

10:00 AM

Minutes

Present: Ellin Scholnick (Chair), Jess Jacobson (Staff), Mona Levine, Katie Taylor, Mary Ann Ottinger, Laura Nichols, Kay Bartol, Barbara Goldberg, Beverly Greenfeig, Pam Lanford, Dottie Chicquelo

I. Celebration of Women Awards

Graduate student award criteria was discussed. It was mentioned that it was very difficult for a masters student to compete with a PhD student. It was decided that service should be weighted more than scholarship about women.

II. Committee Sign-up

Award selection committees were formed. It was suggested that a graduate student be added to the graduate award committee.

III. Event Marketing

It was decided that the award nomination process should be opened as soon as possible and that the deadline should be moved up to December 15. It was also discussed that the "default" marketing announcements to the 3Ds list, campus FYI, and the other commissions did not result in a large number of nominations. It is imperative that selection committees and PCWI members conduct personal marketing.

IV. Event Planning

It was decided that the Celebration of Women should be held in the Atrium again. The date is not set yet but should be set around Spring Break and the Easter and Passover holidays. Lee Thornton was recommended as MC. Linda Clement, Bonnie Thornton Dill, a junior faculty member to be identified and the new provost were recommended as speakers.

V. Commission Chair Meetings

The commission Chairs have been meeting and have a retreat scheduled for next week. Some of discussions have been about the role of the commissions and their connection to the President. The mission of the PCWI was discussed and it was agreed that the commissions should find common ground issues to work on such as work/life balance. It was suggested that we develop measurable goals. The mission and charge of the PCWI will be further discussed at the next meeting

VI. Parental Leave

The System has developed a parental leave policy that went into effect on September 1. Staff are currently covered under the System policy. Faculty are covered under an interim policy developed by UMCP to be "congruent" with the System policy, but which also adds additional

benefits modeled after a draft parental leave policy that was approved by the senate but cannot be enacted due to incompatibility with the System policy. The senate will vote on whether the interim policy for faculty should become permanent. A UMCP-specific policy for staff must be negotiated with the union, which is why there is not an interim policy in place for staff.

Some features of the current policies that apply to both staff and faculty include:

- Breaks for nursing/expression
- Lactation rooms
- Up to 8 weeks of parental leave, paid from employee's existing leave
- Employee's leave can be supplemented by the University for up to 8 weeks