

27 February 2008, 3:05 pm
3237 Benjamin Building

Present: Donna Wiseman (Chair), Julie Choe-Kim, Simone Gibson, Cindi Hale, Jess Jacobson, Sally Koblinsky, Linda LeNoir, Marla McIntosh, Laura Nichols, Carol Parham, Kate Riera, Ellin Scholnick, Linda Steiner, Debbie Yow, Hope Sanders (Administrative Assistant)

Celebration of Women:

Donna Wiseman announced that Sharon Fries-Britt will serve as the Mistress of Ceremony for the Celebration of Women and introduce Dr. Mote. She also provided the given explanation for combining the award ceremonies which is to increase the impact and allow PCWI members time to complete other activities. The three award winners and Special Recognition recipient were listed. Advertisement for the Celebration of Women will occur via an ad in The Diamondback, scheduled to run on Thursday, FYI e-mail and a mailer, via campus mail. Donna also announced that the program was shortened to include introductions by Dr. Mote. Debbie Yow and Jess confirmed that the event will feature "theatre-style" seating with food in the alcove in the Comcast Center's Heritage Hall. Gloria Aparicio will introduce Nicholas Bahr for the Special Remembrance of Carolina Rojas Bahr and Donna will provide the Closing Remarks.

The pros and cons of combining the award ceremonies were discussed, including concern over the loss of intimacy associated with the separate ceremonies. However, Debbie noted that this should be offset by the recipients being recognized by a larger group. Various committee members agreed. It was also noted that the event should be well attended since each recipient has her own constituency. Julie Choe-Kim informed the group of the Press Release noting the Special Remembrance that was sent to minority groups. Carolina Rojas Bahr's husband and son should also be in attendance.

Logo:

The mailer circulated for the Celebration features the new PCWI logo, which consists of a silhouette of a woman's head with an overlapping "M."

Announcements:

- Upcoming PCWI meetings:
 - Donna confirmed that the next meeting will move from 03/19/08 to 03/12/08.
 - The 04/23/08 meeting will be the last meeting for this school year.
 - There will not be a meeting in May.
- Fourth Annual Celebration of Women's Voices:
 - This event incorporates a "Women Compose" theme and is scheduled for 03/08/2008 at 7:30 p.m. in the Memorial Chapel.
 - It features women composers, half of whom will be in attendance.
 - PCWI supported for the event by paying for the posters.

- Outlook:
 - This publication is now available online only, <http://betweenthecolumns.umd.edu>.
- 2006 PCWI Climate report and past annual updates are available.

Report Card Project:

The Report Card Project discussion began as the committee examined “life after the Celebration of Women.” The goal is to create a report regarding the campus status of each of the previously identified areas: Family Friendly, Gender/Tenure Gap, Non-Exempt and the Safety of Women. At the beginning of the semester Prof. KerryAnn O'Meara contacted Donna and offered to have her summer graduate students complete research during their summer course. Committee members who are on campus during the summer will “oversee/guide” the project, while the students complete the research. The possibility of the collaboration becoming an annual project was noted.

The metrics for use in reporting were discussed and Donna suggested the idea of arrows up and down to indicate whether the campus was making progress, holding ground or losing its footing in these areas. This suggestion was accepted by those in attendance.

Marla McIntosh identified the Gender/Tenure Gap as the most challenging area and supported the selection of the topic of women in leadership roles as she felt it was the most important and also an easy way to view the gender bias. Ellin Scholnick agreed and stated that this data is available for some areas. Linda Steiner added that these areas are ripe for investigation not only because there are problems that women face as they move towards becoming full professors, but because these are national issues and UMCP's peer institutions will have the same types of data. Ellin again noted that although this information is currently “known,” hard data is needed.

After further discussion, Donna stated that the group should centralize its focus and Carol Parham noted that even though each issue is important, she wondered if the group wanted to focus only on the “women in leadership” item. Linda suggested that the group examine multiple issues including an assessment of whether the campus is “Family Friendly” and stated that the Hillman Scholars also examine this topic. Donna also noted that the research should always compare UMCP to its peers and Ellin noted that the data should be available from national surveys. Carol noted that she supported researching multiple areas and said that by including the Family Friendly area in the research, the focus audience expands. She also suggested examining the data for women of color. Debbie Yow stated that the research would be strongest by examining both the progress and lack thereof in the various areas. This would ensure that credit is given where it is due.

The conversation then shifted to discuss the issue of the Safety of Women. Linda noted that this would be harder to study and Donna said that results must be examined in context.

Graduate students were mentioned and the question of why women leave school was asked. Various issues arose in response, specifically the lack of available daycare, the disparity between Research Assistants and Graduate Assistants and the variances between the funding options provided to graduates. A committee member notes that the

last two areas could be examined in regards to equity since the differences in funding "paint" this topic.

Linda and Ellin both noted that salary data probably would not be available to the committee at this point. However, committee members noted that by adding women to positions of leadership, you would increase equity.

Laura said that since KerryAnn mentioned only three areas, these may be the ones that are most important to her. She then asked if the group wanted to examine the remaining areas, specifically Family Friendly. It was also noted that since KerryAnn's class is "Women in Higher Ed," the inclusion of information regarding Non-Exempt employees may not fit, and although she could be asked, it should be clear that there is no pressure to research these areas.

Donna stated that the graduate student's information could be included in the report. Debbie asked if the plan was for the report card to be done on a yearly basis. Donna stated that that was the goal, but that ultimately this was a choice that should be made by the committee.

After the discussion returned to the issue of the graduate students, Sally noted that it may be easy to obtain information regarding fellowships. Donna also noted that most of the available funding is for science and math, not areas that are primarily dominated by females. Ellin reminded the group that some of the information could be obtained through various databases. However, Marla cautioned that the group should remain aware of the limited timeframe for KerryAnn's class.

Committee members revisited the issue of the Safety of Women as it is one that affects the community as a whole. Donna asked how the group wanted to examine the issue. The suggestion was made to examine the issue by looking at how women are taught to remain safe, possibly through activities in the residence halls. Committee members noted that since BSOS tracks criminal activity, this data could possibly be used for a report, and also noted that safety is a module in the UNIV classes. Finally, committee members recommended looking at programs offered in addition to statistics in order to obtain a clear view of the topic.

Committee members also agreed that KerryAnn's class should explore those areas of interest to her and that the committee should discuss exactly what her students can do.

Marla also suggested that a whitepaper, listing the available resources, be produced to reflect campus safety information rather than a report card. Committee members also agreed that the report should not focus on crimes and that safety should also be open for comments.

The meeting concluded at 4:10 p.m. The next meeting will be Wednesday, March 12, at 3 p.m. in room 3237 Benjamin Building. Discussion will focus on the three areas of desired data, plus Non-Exempt staff and Graduate Student Involvement.