

24 October 2007, 3:00pm
3237 Benjamin Building

Present: Donna Wiseman (Chair), Laura Nichols, Julie Choe-Kim, Cindi Hale, Carol Parham, Linda Steiner, Marla McIntosh, Sally Koblinsky, Ellin Scholnick, Jess Jacobson (Administrative Assistant), Cheryl Levick (Guest), Mary Leonard (Guest)

Announcements

- Maryland Coalition Against Pornography, annual Anti-Pornography Awareness Week
- Campus safety resources: Mollie Monahan, sexual assault prevention coordinator (See *Appendix A*)

Laura Nichols explained that the Committee for Sexual Assault and Relationship Violence manages the victim's advocate position. The position is currently filled by Courtney Fisher of the Health Center. The Committee's meeting last week suggested that the position may be discontinued. The position is supported by "outside funding", which may have run out.

The unique feature of this position is that the health center offers mental health and physical health services as opposed to just counseling. Intakes have doubled in last 2 months and there is a seven week waiting list after an initial intake appointment.

The PCWI should support this position and help find funding or educate the campus if possible. Courtney's skill at securing grants has "let the University off the hook". We should advise the administration to secure institutional funding, or funding from state or federal sources. It was also suggested that the police force could partner with this service. Other suggested resources are Linda Clement and Warren Kelly of Student Affairs.

September Minutes

Minutes from the previous meeting will be distributed by email for corrections. They will then be posted to the website.

Celebration of Women Update

Cindi Hale re-introduced the Celebration of Women (CW) committee: Carol, Beverly, Barbara, and Jennifer. The CW will be held March 3rd, from 3pm to 4:30pm in Heritage Hall at the Comcast Center. Parking has been investigated and should not be a problem. We plan to open with a campus speaker and have a campus Mistress of Ceremony. Three awards will be presented: Woman of Color, Woman of the Year, and

Outstanding Administrative Professional. The choices for refreshments for 250 people are English Tea or European Cheese Board. The Cheese Board will be more expensive, but it is more substantial, whereas the English Tea is aesthetically pleasing. Food will be the largest expense.

We plan to invite everyone through FYI and Evites. We are investigating opening with a student dance performance at minimal cost from the dance department and the possibility of a quartet or harp music. Debbie Yow and Athletics have donated funds and Heritage Hall, the Provost has donated funds, and additional funds from the PCWI budget will be sufficient to cover the cost of the CW.

The award nomination packets have been revised to be more consistent and clear. We need to decide on a guest speaker and an award selection committee. Currently we envision one committee, separate from the event planning committee. Award nomination packets should be sent in mid-November, with a submission deadline of mid-January.

It is suggested and confirmed that Faculty may not be available during January. It is suggested that we move the submission deadline back to February 5th, in turn putting the responsibility on the selection committee to respond quickly. The other option is to only extend the date if necessary. It is suggested to have one selection committee for each award. The guidelines have not been confirmed, including whether someone can win more than one award.

Suggestions for a speaker include Debbie Yow, Cathy Atwell, and Francis Glendening. It is decided that Debbie should be offered the speaker position without placing undue pressure on her. A volunteer sign-up list was passed around for award selection committees. (See *Appendix B*)

Logo

The logo is behind schedule and should be ready for the Celebration of Women. The first draft of the logo from the University Marketing department was presented to the Commission. (See *Appendix C*) A second draft of logo possibilities will be distributed by email, as well as images from other institutions for comparison.

The feedback is mixed. The first one may be "too weird". The cursive font for the word "women" in titles is considered elegant, and conversely, immature. No support for logos three and four. The second logo is most popular, the layout and colors are good and fit nicely in the examples. However, the female symbols are unpopular in their current design.

Suggestions for the next draft of logos include: the figure or silhouette of women, multi-cultural, multi-generational, sophisticated, or a collage of real women. Other design considerations include: printing, more colors are more expensive, and what will it look like in black and white? How much room will it take up on a website or letterhead?

University System of Maryland Women's Forum

Adriana Stewart and Chris Gore have retired as campus representatives for the University System of Maryland Women's Forum (USMWF). The current campus representative is Dawn Jackson. Her email, dajackson@gradschool.umd.edu, is not listed in the online directory. She is currently looking for new representatives for our campus. The responsibilities include a couple of meetings a year, an award ceremony, and voluntary committees. It is described as an "interesting inter-campus experience", an example of which is learning about University of Maryland Baltimore College's (UMBC) large women's center.

2007-2008 Focus

Four identified areas, excluding Celebration of Women, are: Family Friendly, Gender/Tenure Gap, Non-Exempt, and Campus Safety. Discussion is scheduled for 6 minutes on each topic to be followed by an informal vote to narrow our focus to a manageable number of topics.

A few years ago, a group of graduate students approached the PCWI and shared that the campus was not a welcoming environment for mothers with young children. Because the students were determined and organized, they gained the support of Linda Clement and Ann Wylie. Those students graduated and the PCWI was no longer involved. We are unaware of the current status. As with other issues, there is no central collection of information or resources.

There is no child care at the University of Maryland. The Center for Young Children starts at age 3, but is a school, not daycare. The East Campus project may have daycare, but it will be private, and may not be affordable to Graduate Students with a \$13k salary.

The recent (non-PCWI) veteran's task force created a web portal. A similar project is suggested for the Family Friendly task force. Perhaps undergrads could work on the project as an independent study course. Other suggestions include: a bulletin board for students to exchange baby-sitting duties and contact information, or hosting meetings for people to meet and exchange information in person. Any online sharing of information may be a liability that would be inappropriate for the University webpage, but could definitely be hosted privately.

It is proposed that as an advisory committee we should not be make a webspace, web portal, or parent's group opportunity. We should advise Linda Clement (for example) and other members of the administration that web based resources should be developed.

Support for the Gender/Tenure Gap and flexible tenure include: the University System of Maryland Chancellor and the current policies at UMBC. This topic is the subject of the PCWI report from 18 months ago. The President and Provost were not

responsive to the findings at the time. The report should be presented to Ellin Scholnick and the new Provost. It should also be addressed during the strategic planning groups.

The PCWI past report suggestions included: mentoring for junior faculty, obtaining National Science Foundation funding, and bringing external consultants to offer workshops to junior faculty. It is estimated that \$350,000 per faculty member that drops out of the tenure process is wasted. Consultants could also be brought in to address the administration. Because this is a national issue, Berkly already has substantial information online. Also, because the strategic planning is expected to wrap up within a year, now is a good time to focus on Gender/Tenure Gap.

The meeting runs out of time before the merits of all four focus areas can be presented. The beginning of the next meeting will be dedicated to narrowing our focus area. The meeting was concluded at 4:30 p.m.. The next meeting will be Wednesday, November 28, at 3 p.m. in room 3237 Benjamin Building.

Appendix A

I am writing to pass on some information. I recently met Mollie Monahan. She works for Resident Life and is the sexual assault prevention coordinator for campus. She would like to explore mutual agendas since Campus Safety has become one of our priorities. Her e-mail address is: Monahan@health.umd.edu

Marla

Appendix B

Awards Committee Sign-Up List

- Cheryl Levick (Athletics)
 - Linda Steiner
 - Sally Koblinsky
 - Marla McIntosh
 - Laura Nichols
 - Julie Choe Kim
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Appendix C

Proposed Logos (Reviewed)

