

## Women's Caucus Board Meeting

### Meeting Minutes

Date: October 5, 2012  
 Location: Smith Hall room 321  
 Time: 10:00am - 12:00pm

Board members present: Rebecca Davis, Marcia Nickle, Deborah Hill, Shannon Lennon-Edwards, Sue Stewart, Stephanie Kerschbaum, Megan Gaffney, Christine Scheirer, Helga Huntley

Excused: Gretchen Bauer, Catherine Chanoine, Christine Grott, Dionne Putney

Topic	Main Discussion Points	Actions and Follow-ups
Agenda	Agenda was approved	None
Meeting Minutes	Meeting minutes from September BOD meeting were approved	None
CSW  Persepctive	<p>K. Rosenberg, Professor of Anthropology, member and former president of the CSW met with the board to provide us with a historical perspective on the successes and challenges that faced the CSW. Discussed the importance of the former Office of Women's Affairs. When women (both student and employee) confronted sexual abuse or harassment, they knew whom to go to for help. She discussed the kind of incident that can occur when a professor says something sexually inappropriate and/or threatening in class, and a student and other concerned faculty may not know whom to see for help. Currently, the student might go to the Dean of Student Affairs. There was a question about whether Student Life gave information to students about where to go for help. Discussion of the conflict of B. Fogerty's role as compliance officer but also the individual who handles any complaints on campus.</p> <p>The CSW also had 4 caucuses for different groups of women on campus: students, faculty, professional staff, and salaried staff.</p> <p>K. Rosenberg felt one of the CSW's most successful strategies was having an individual who reported directly to the President. There was a clear institutional presence within the President's office.</p>	None
Chairs report	<p>M. Nickle and R. Davis reported.</p> <ol style="list-style-type: none"> <li>a. DEC Meeting (9/24/12): New DEC co-chair is Ismat Shah joining Dawn Thompson. Meeting was spent reviewing last year's accomplishments, the diversity statement, presentations that were given. Meeting in October will have a guest speaker. President Harker will attend Nov meeting. Discussed getting some of our issues on the agenda to be brought to President Harker's attention.</li> <li>b. Caucus chair meeting (10/2/12): Budgets reviewed. Discussion of when a new climate survey might be conducted by the University. The LGBT caucus and ours would each like to get some questions including. We would include questions on childcare issues. There</li> </ol>	<p>No action to be taken.</p> <p>Chairs will continue to report on progress of future climate surveys</p>

	<p>is concern among staff that the survey is not anonymous. There was a suggestion for Diversity town hall meetings and perhaps hiring a consultant to facilitate.</p> <p>c. Meeting with M. Andersen (9/25/12): R. Davis is now on a committee to evaluate the current Women Of Promise Dinner and how to control cost and improve the dinner to include more networking. Currently, a very small staff is working on this event which is overwhelming.</p>	<p>R. Davis will report on the committee's progress</p>
<p>Sub-Committee reports</p>	<p>a. Publications: C. Scheirer shared the postcard that S. Spatola has been working on. Will be printed by Quickcopy and sent via campus mail. Goal is for postcard to be sent by Oct 22<sup>nd</sup>. Should coincide with UDaily article. Want article to include info on General Meeting as well. Discussion of 1 vs. 2 articles this month. Final version of annual report with board was reviewed (only minor edits remain). Suggested that chairs bring color copies to specific individuals in Administration (Provost, Ann Ardis, Gerry Turkel, M. Andersen, J.J. Davis, Sheldon Pollock). PDF of document will be on website. An email will be sent to listserv letting them know of its existence as soon as it is on the website.</p> <p>b. Leave Policies: D. Hill reported that HR is forming task force on donated leave (i.e. sick leave bank) and she is on it. J. Cutler has done benchmarking of comparable institutions and D. Hill is asking to see this information. D. Hill mentioned to J. Cutler that most staff are unaware of the new flexible work policy and suggested that it needs to come from the top down. Suggested topic for next meeting with JJ: UC Berkeley's "concierge" for new faculty (who is also a faculty person). HR should have a dedicated "work/life" portion of its website where all relevant programs / benefits are listed. It should include links to policies and resources. Discussion of the article about the new flexible hours policy to be placed in OCM. No objections.</p> <p>c. Childcare: S. Stewart reported that a meeting will be scheduled for 10/11 with Peg Bradley of the ELC. She had a sub-committee meeting with C. Diefenbeck from the School of Nursing and will follow-up on Oct. 22. Mentioned that the childcare center at Bank of America is closing.</p> <p>d. Promotional issues for staff: M. Nickle reported for G. Bauer. Have not made progress on a white paper yet. The subcommittee met with staff. Little interest in staff development days. Want more data about promotions and ranks by gender and race. Many staff people feel that they are working at a higher level than their title or pay would indicate. Discussed that policy implementation is too often up to the supervisor's discretion, resulting in a great deal of variety in the benefits made available (as implemented) in different departments. Another problem is the lack of staff representation or grievance procedures.</p> <p>e. Website: S. Kerschbaum reported that the article on nursing rooms at UD was linked to the website.</p>	<p>Will finalize postcard and publication and sent out</p> <p>D. Hill will report on task force progress</p> <p>S. Stewart and others will meet with P. Bradley</p> <p>Work on white paper.</p>

Mentoring Subcommittee	Tabled until next meeting	
Important Dates	November 1: General meeting, 12:30-1:45 in Trabant 206 November 2: board meeting in Development Office December 7: board meeting in Development Office End of the semester social event for board members:TBD	
New business	None	

Meeting minutes submitted by S. Lennon-Edwards