

## The President's Commission on the Status of Women

Thursday, December 4, 2008

11:00 AM, CSU 202

### Minutes

**Attendance:** Gail Abraham, Maria Bevacqua, Julie Carlson, Sara Granberg-Rademacker, Jen Guyer-Wood, Jane Earley, Carol Endres, Linda Hanson, Deborah Jesseman, Elizabeth Lindstrom, Denise Thompson, Deborah Schulz, Jerry McCabe, Tomoyo Nagase, and Julia Keleher

**Regrets:** Mary Dowd, Suzanne Dugan, Megan Hagerty, Shannon Jeffries,

**Absent:** Carol Jensen, Luda Lindahl, Betty Young

1. Collective Action for Pay Equity (CAPE, student group)
  - a. Three graduate students, Jerry McCabe, Tomoyo Nagase, and Julia Keleher, from the Women's Studies department came to discuss pay equity on campus with the commission.
  - b. They have met with the AFSCME union, Linda Hanson in Affirmative Action, Lori Lamb in Human Resources, and other groups to discuss their concerns with this issue. This was a course project so their involvement will be ending at the end of the semester. They would like to work with the commission to continue the work.
  - c. Currently this project is too large to approach all together. It would be beneficial for the next group of individuals to break statistics down into job titles and then further investigate. This would make the information more comparable and understandable.
  - d. The Salary Equity committee for the commission might want to look into pay range information as well as work experience comparisons.
  - e. CAPE will submit a summary of their research to the commission and minutes from their meetings so that research is not duplicated.
  - f. Suggestions for follow-up from CAPE:
    - i. Lori Lamb is available for future questions.
    - ii. The Women's Studies club may be available for help to the commission.
2. Committee Assignments
  - a. Professional Development and Research Grants
    - i. Members: Elizabeth Lindstrom, Sara Granberg-Rademacker, Denise Thompson, Carol Endres

- ii. The committee received 11 grant proposals for fall grants. There was \$6300 requested for the available \$1500 to allocate. 7 faculty, 2 graduate students, 2 undergraduate students.
  - iii. Spring deadline is March 6, 2009
  - iv. It was suggested that the announcement of recipients be send to Michael Cooper for the newsletter. Elizabeth will follow-up on this request.
- b. Listening Panel
  - i. Members: Elizabeth Lindstrom, Gail Abraham, Jen Guyer-Wood
  - ii. The commission will be co-sponsoring a listening panel with the Diversity Commission February 18, 2009 from 11am-1pm in CSU 201. The commission agreed that they would like to have an individual listening panel in addition to this.
  - iii. Jen Guyer-Wood will find a date in April and announce it ASAP.
- c. Women of Courage and Vision Recognition Reception
  - i. Members: Elizabeth Lindstrom, Gail Abraham, Carol Jensen, Carol Endres, Meagan Hagerty
  - ii. Elizabeth has been working with the Women's Center Graduate Assistant to find a gift and propose to the committee. The group will meet as soon as the Spring semester starts.
- d. Bryn Mawr Summer Institute
  - i. Members: Elizabeth Lindstrom, Deborah Jesseman, Julie Carlson, Carol Jensen, Rosemary Krawczyk
  - ii. The Bryn Mawr committee would like to offer the option of the HERS Institute at Bryn Mawr or the HERS Institute in Denver in order to accommodate more schedules. In addition, they would like to look into the option of sending a woman to the leadership institute that will be taking place on the MSU, Mankato campus beginning this summer.
- e. Project of the Year Awards
  - i. Members: Elizabeth Lindstrom, Linda Hanson, Deb Schulz, Julie Carlson
  - ii. This group will meet in the spring semester.
- f. Mentor Match Project
  - i. Members: Elizabeth Lindstrom, Julie Carlson
  - ii. We will include information on this opportunity in the spring flyer. Julie and Elizabeth will work on having more email correspondence with participants.

g. Salary Equity

- i. Members: Elizabeth Lindstrom, Maria Bevacqua, Deb Schulz, Sara Granberg-Rademacker, Gail Abraham, Linda Hanson
- ii. The committee would like to narrow the current research being done and analyze the data.
- iii. Gail will email CAPE to ask for student documentation of their research.
- iv. This committee will meet without CAPE to discuss how the commission should be involved in this research.

h. Point of contact

- i. Members: Linda Hanson, Denise Thompson, Sara Granberg-Rademacker
- ii. Linda is currently working on research for this project.

Minutes submitted by Elizabeth Lindstrom