

Women's Commission Meeting of December 6, 2011

Minutes

Committee Members:			
Name	Representation	Term Ends	Attendance
Melynda Hart	Staff Senate	Ex-Officio	
Julie Carrier (Secretary)	Faculty	2012	X
Kelly Carter	Classified Staff	2013	
Ro DiBrezzo	Faculty Senate	Ex-Officio	X
Amy Farmer (Chair)	Faculty	2013	X
Sonya Garrison	Undergraduate Student	2012	
Melissa Harwood-Rom	Non-Classified Staff	2013	
Haley Heath	Graduate Student	2012	
Kathryn Huddler	Classified Staff	2012	
Aisha Kenner (Vice-Chair)	Non-Classified Staff	2012	X
Susan Gauch	Industrial Engineering	201?	X
Lori Libbert	Classified Staff	201	X
Margaret Reid	Faculty	2013	X
Elizabeth Williams	Non-Classified Staff	201?	
Judy Schwab	Office of the Chancellor	Ex-Officio	X
Kayln Williams	Undergraduate Student	2011	X
Kathy Van Laningham	Office of the Provost	Ex-Officio	X
Vacant	Associated Student Government	Ex-Officio	
Caitlin Britt		Ex-Officio	
Guests:	Lisa Frye		X
	Jennifer Hafer		X
	Debbie McCloud		X

1. Last meeting's summary and minutes
2. Report from Debbe McCloud regarding maternity leave
 - 1st recommendation: To have a separate maternity policy, but at the moment this is deemed impossible by the Administration due to costs
 - 2nd recommendation: The administration is supportive of Debbie McCloud exploration the possibility of 6 week paid family leave policy for classified and non-classified UA employees. Legal issues will need to be investigated. The Commission is supportive of this exploration.
3. Report from Ro Di Brezzo as to what already exists in the SEC in terms of elder care.
 - There are no day care facilities for elder in the SEC schools. There is evidently an interest for an inter-generational facility that could serve as a drop-in facility for autonomous seniors.

4. Report from Jennifer Hafer and Lisa Frye regarding child care survey data
 - There were more than 2000 respondents, with almost 700 respondents with children; the respondents were composed of 32% male and 68% female.
 - Full day facilities were preferred.
 - That the facility was licensed was a requirement.
 - Respondents expressed that a cost of \$620 per month would be acceptable. The acceptable sum varied according to whether the respondents were staff, faculty, graduate, or undergraduate.
 - Summer care was deemed very important.
 - Desirable drop-off time should be between 7:00-7:20am.
 - Desirable pick-up time should be between 5:30-6pm.
 - Quality child care would enrich work life balance in terms of convenience, educational benefits, and overall improvement of family life.
 - What remains unidentified at the moment is the going rate of Northwest Arkansas facilities for quality child care.
 - It would be desirable to determine the value of specific aspects of child care (*i.e.* early drop-off and late pick-up etc...).

5. Report from other subcommittees: website, workshops
 - Web site Aisha Kenner, Kayln Williams and Melissa Harwood-Rom:
 - Who will maintain the web site? Content of the web site would be agenda, minutes, tackled problems, show case of UA women, and award nomination procedure.
 - Workshop Aisha Kenner, Kathy Van Laningham:
 - Faculty workshop would be in February and would consist of a Panel that would recognize UA women already on campus. Recognizing women that are already on campus is preferred to bringing women from the exterior.
 - Possibility of establishing an Award; however, no budget has been established yet.
 - Possibility of topics: understanding and avoiding job burnout, recognition of retirees.

6. Seeds funds
7. Salary Equity
8. Next steps