List of UCT members and chair(s):

**Commission on Women**
Linda Klint (Chair)
Sunshine Carter (Co-chair)
Geraldine Hughes (Treasurer)
Susana Pelayo-Woodward
Joanne Itami
Shelley Smith
Angela Nichols
Brittany Nystrom
Cindy Christian
H. Mitzi Doane
Colleen Belk
Claudia Carranza

**Number of meetings during 2011-12:** This commission meets twice a month – the second and fourth Wednesdays of the month. We met 24 times.

**2011-12 UCT priority or priorities (related to your Fall 2011 report)**

**Action Items for Commission on Women**

1. Promote and support women in positions of leadership across the campus.

1.2 Utilize relevant data from the NSF IT-Catalyst grant process as a method to plan for this action item with additional attention to women in science.

**Outcome:** Remove barriers to the promotion and retention of women in positions of leadership.

**Responsible Parties:** Chancellor, Executive Vice Chancellor of Academics Affairs and Collegiate Units

2. Strong leadership (modeling, inclusivity, transparency, follow-through) on best practice diversity, equity, and socially justice policies that are funded and embedded at every level of the university.
2.1 Support of the propose Head Leadership Program (HELP) which has emerged from the NSF IT-Catalyst grant

**Outcome:** Ongoing training program for department heads that supports inclusivity, transparency and effective follow through.

**Responsible Parties:** Chancellor, Executive Vice Chancellor of Academics Affairs, Vice Chancellors and Collegiate Units

3. Inclusive and democratic governance at UMD: every student, staff person, faculty member, and administrator has a voice.

3.1 Creation of an independent Office of Equal Opportunity position separate from Human Resources in order to assure local advocacy to assure a balanced process for the campus, and to avoid conflict of interest situations. (add avoid conflict of interest too)

3.2 Focus on social justice, rather than diversity, by critically examining rules, policies, merit and grades for students, staff and faculty

3.2a. Insert merit language that supports the work of faculty on behalf of affirmative action and diversity to improve the campus climate.

3.3 Prepare a salary analysis of all women employed at all levels of the university, include years of service, comparable rate and rank.

**Outcome:** Create an environment on campus that is fair and just for all.

**Responsible Parties:** Chancellor, Vice Chancellors and Collegiate Unit Deans

**Summary of successes and accomplishments. Description of where you were not successful and why.**

**Accomplishments:**

Spending down our budget to ease the lives of the female population at UMD such as purchasing new furniture for the nursing mothers’ room in the Multicultural Center; proposing that we have another lactation room on campus namely the Library; encouraging and funding women who want to travel to professional development conferences whenever possible; sponsoring a variety of grant proposals to bring a diverse group of either entertainment or speakers to campus to keep in line with Goal 2; more recently giving funding to Children’s Place to update or purchase better equipment and teaching material; funding from the NSF IT-Catalyst grant to start the Heads Leadership Program (HELP) for department heads; the continuation of the Tea at the Tweed which has drawn attendees to talk about themselves and network with other women successfully – we sponsored a special inauguration tea to welcome Chancellor Black and his wife, Connie during the celebration week, as well as one for President Eric Kaler and his wife, Karen; granting
funding for the Medical Students for Choice to go to conferences; and other miscellaneous issues that may arise.

**Are there ways the CCT or others can help?**

Help with equity amongst staff.

**Next steps – 2012-13 work**

Since this report was first written and presented – we have tentatively received a go-ahead for a room in the Library – furnishing the room, obtaining key cards for access etc.

Set up the forum for anonymous reporting – first for students, hopefully during the Fall orientation, and then follow up with one for faculty and staff. It will involve HR and OEO to help all of us figure out how to use the online reporting system to report all forms of harassment and other hate crimes.

*Summer Book Read is in progress*

*Other*