

**Madison Caucus for Gender Equality  
Business Meeting  
April 3, 2014  
Great Room, Leeolou Alumni Center**

**Steering Committee**

Caucus members thanked Kathy Sarver, Shari Scofield, AJ Morey and Meg Mulrooney for their service as they move on to new things in the 2014-15 year. Votes were taken during the meeting for four new steering committee members. Congratulations to Nancy Barbour, Misty Newman, Howard Lubert and Liz Edwards!

AJ Morey let new members know that Kristi McDonnell in Cross Disciplinary Studies serves as the Caucus Web Manager and she is happy to assist the Caucus with events, committees, meetings, etc. Current and newly-elected steering committee members will meet soon to allow for a smooth transition.

**2014 Dominion Lecture Committee**

Kathy Ott-Walter, Chair of the Dominion Lecture Committee, announced that the possibilities have been narrowed down to three speakers: [Joan Scott](#), [Sue Rankin](#) and [Leah Hollis](#). Members are encouraged to view the websites for each speaker and provide feedback. Possible dates are 9/8, 9/15 and 9/22. AJ Morey suggested inviting Mary Ann Alger to introduce the speaker.

**Professional Development Fund**

Kathy Clarke, Chair of the Advocacy Committee, announced three recipients of the Professional Development Fund. Congratulations to Zanetta Ford, Renee Staton and Elizabeth Hoover.

Zanetta will use her award to attend the Public Media Development & Marketing Conference in Denver, CO in July 2014. At this conference she will meet and network with public broadcasting professionals around the country to share ideas related to public radio funding and fundraising.

Renee will use her award to develop a one-unit course for best practices in counseling and gender issues. She will create a lending library of gender issues resources for students and local professionals.

Elizabeth will use her award to consult with the poet, Catherine Bowman, on the completion of Elizabeth's manuscript, *The Enterprise of Seeing*. She ultimately hopes her writing will begin and help continue conversations regarding gender climate on campuses, the silencing of woman writers and the nature of sexual violence.

**Update on Daycare Center**

Diane Yerian, Director of Human Resources, gave an update on the status of a possible daycare center on campus. A task force, consisting of eight representatives from three divisions, was appointed and charged with evaluating feasibility and offering recommendations. A campus survey indicated that a strong desire for a daycare center exists and that faculty/staff would definitely be willing to pay a fee.

The task force looked up costs of daycare centers in the area, available space, and the cost of that space. They determined that there is currently no space on campus to house the center but additional space could be built. The task force also contacted other colleges and universities that currently have daycare centers and asked if they offer their services to the community in addition to employees. The task force also explored local lab schools such as the Harrisonburg/Rockingham Daycare Center.

The recommendations of the task force include conducting a survey (completed), exploring partnerships, expanding the Young Children's Program and conducting site visits to various daycare centers for strategies. They are currently looking at the highest standards for housing 100-150 children aged infant through 6 years old. Seven financial models have been developed that include a JMU-owned center, renting space, building space or partnering with another organization.

There is no anticipated timeline and the current status is waiting. Diane encouraged Caucus members to write a letter to the Senior Leadership Team to express the importance of making this happen. The Caucus passed a motion to follow up with upper administration on this issue.

### **Update on FMLA Policies**

Diane Yerian updated Caucus members on her research of FMLA policies. She found the process was not being communicated consistently. The concerns of the Caucus are legitimate as some employees were able to take leave while others were not; some employees were paid while on leave while others were not.

When administrative and professional faculty are hired at JMU they have the option to choose specific disability plans which include VDSP or peer coverage. With peer coverage employees receive 100% of their salary while away from work. With VDSP employees must wait one year for leave and they are paid 60% of their salary for 12 weeks. VDSP is the only option for Classified employees. There is no policy on peer coverage even though it has been practiced at JMU for 36 years. Control was lost due to the size of the university. If taking leave, talk with someone in Human Resources before talking to your department head.

The biggest concern is who pays for it? Meg Mulrooney mentioned that there should be a pot of money set aside for peer coverage. Diane listed other possibilities such as hiring an adjunct, allowing a graduate assistant to teach a course, or cancelling a course.

Diane is working on ways to raise awareness of the process. She has met with Academic Council and will meet with department heads in May. Human Resources has also updated their website to make the policies more clear.

The Caucus passed a motion to follow up with upper administration on this issue.

### **Upcoming Events**

Sexual Assault, Harrassment, and Violence: Impact on Campus

A Flashpoint Discussion

Friday, April 11, 2014

3:30-5:00pm

Rose Library 3<sup>rd</sup> Floor Flex Space

On January 22nd, President Obama established the White House Task Force to Protect Students from Sexual Assault. Nearly 1 in 5 women and 1 in 71 men have experienced sexual assault in their lifetime. We also now know that social media serves as a vehicle for sexual humiliation and harassment. Faculty need to be part of this movement to understand the climate of sexual violence—physical, psychological, and virtual assault and harassment—and the impact on our students and our peers. A panel of faculty experts will help explore ways that we can be more than bystanders and become partners in reducing sexual violence and advocates for students and colleagues as they recover. Bring your voice to this conversation as we dialogue as a community on this important topic. Panelists include Elizabeth Howley, Debbie Sturm, Victoria Bice, James Robinson and Josh Bacon. [Register here.](#)