

**Madison Caucus for Gender Equality  
Business Meeting  
March 26, 2013  
Great Room, Leeolou Alumni Center**

**Steering Committee**

Caucus members thanked Maureen Shanahan and Melissa Alemán for their service as they move on to new things in the 13-14 year. Votes were taken during the meeting for two new steering committee members. Congratulations to Cannie Campbell and Kathy Clarke!

**Officer Announcement**

- Co-Chairs – AJ Morey and Meg Mulrooney
- Treasurer – Stephanie Baller
- Web Manager – Kristi McDonnell

**FMLA Staff Subcommittee**

The FMLA Staff Subcommittee, chaired by Sarah Cheverton, met on March 19 and produced this [report](#). Sarah elaborated on the report by suggesting researching best practices regarding partnerships (extended benefits) at other peer universities in Virginia. In addition, recruiting a LGBT Caucus to investigate would also be helpful.

The steering committee will meet with President Alger on Friday, March 29 and will share this information.

**FMLA Faculty Subcommittee**

The FMLA Faculty Subcommittee, chaired by Kristen McCleary, met on February 25 and produced this [report](#). They looked at the stop-the-clock policy in particular. Mike Davis, subcommittee member, will research policies at other public universities and peer institutions in Virginia.

This presentation encouraged discussion among Caucus members. One person mentioned that there seems to be a weird relationship with Human Resources and unit heads. It was also mentioned that FMLA has been talked about for years and various involved groups cannot reach a consensus. Another member referred back to the 2012 Dominion Lecture with Joan Williams. Williams pointed out that JMU's current policy was in violation of federal law due to highly discriminatory, private deal making. HR needs a more centralized policy that should be adjudicated equitably.

Members added that creating a Vice President for Diversity position and an office with the President that deals with spousal relations may be helpful.

### **2013 Dominion Lecture Subcommittee**

Kathy Ott-Walter, chair, announced that the possibilities have been narrowed down to nine speakers. They are currently checking on availability and cost.

### **COACHE Taskforce Report**

Meg Mulrooney announced that the report is available for viewing on the Provost's [website](#). The report scored below peer universities in the following areas: personal/family policies, stop the clock and tuition waiver. White men were among the most dissatisfied.

### **Upcoming Events**

Kathy Sarver announced that "Celebrating Title IX and Madison's Place in its History" will take place on April 8 and will consist of a panel discussion featuring Dr. Pat Bruce, Dr. Lee Morrison, Ms. Kittie Blakemore, Dr. Judith Flohr, Mr. Dean Ehlers, Ms. Shelley Klaes-Bawcombe, Mrs. Jennifer Phillips and Ms. Sarah Gigantino. The panel will be moderated by Dr. Dana Brooks (WVU). Kathy encouraged everyone to support the Caucus' last event of the semester.