

FWIG Business Meeting Minutes
Saturday, October 3, 2009: 7:30 am – 9 am
ACSP Conference; Crystal City, MD

Present (signed in): Rebecca Miles, Sherry Bame, Carissa Schively-Slotterback, Ann Forsyth, Jennifer Dill, Deborah Howe, Amanda Johnson, Cecilia Giusti, Ruth Yabes, Noreen McDonald, Kan R. Golerby (? spelling), Sanda Kaufman, Katia Balassiano, Sandi Rosenbloom, Karen Polenske, Margaret Dewar

OLD BUSINESS

- 1) **Minutes:** From 7/8/08 FWIG meeting in Chicago – approved.

Note in 2008 minutes about Bally's restaurant was regarding waitresses' outfits were inappropriate for conference venue.

- 2) **Membership Survey:**

Link posted on FWIG website. Sherry Bame summarized number and distribution of this online survey to date re: gender, location, and preferences for FWIG activities. FWIG secretary, Sherry Bame, will compile a report based on survey responses at the end of Oct. to post on FWIG website. (Further information available from S. Bame after November '09.) This survey can serve as ongoing update for membership list and for input about FWIG pro's & con's.

Remember, folks have to reapply for membership annually. Online survey enables this easily and quickly.

- 3) **Regional Representatives:**

Those present announced meetings and communication to member schools. List that Rebecca Miles sent during summer to regional reps was very helpful to define geographic area and to contact faculty at their schools. No additional funding available for regional FWIG meetings.

Northeast FWIG region organized a successful conference session re: Managing Your Career.

Regional reps to work at outreach to promote FWIG membership. Please direct people to online membership survey → URL on the FWIG website:

<http://qtrial.qualtrics.com/SE/?SID=SV_39k42X8Sy0HaZjS&SVID=Prod>.

- 4) **FWIG Website:**

Sanda Kaufman doing outstanding job developing and maintaining FWIG's website. New ACSP website just before conference made things a bit confusing to access, but will be worked out soon. Is maintained separately and included as a tab within ACSP's site. To post announcements or for feedback on website, send to S. Kaufman in HTML.

5) **FWIG Listserve:**

This is set up as separate communication network from website and from membership e-mail list, open to anyone signing up. Lisa Schweitzer manages it. Patty Pollack is currently the “owner”, to be transferred to Ann Forsyth at Cornell.

6) **Parental Leave Issues in the Planning Academy:**

Carissa Schively-Slotterback presented powerpoint of this session under the Gender & Diversity Track from the previous day. She summarized findings and discussion and opened topics for further input. (See below for detailed minutes of this segment.)

NEW BUSINESS

1) **Parental Leave Initiative:** (See below for presentation summary and discussion.)

Rebecca Miles facilitated discussion regarding continuing support for this project and expanding scope to “Family Leave” to include dependents of all ages, especially elderly. To include it as possible ACSP/FWIG project in '09-'10 and in programming for 2010 conference.

2) **Workshops Recommended for 2010 Conference:**

a) **Negotiating:**

Discussion of how faculty report negotiating to get family leave led to recommendation for FWIG to sponsor workshop on negotiation at next ACSP annual conference. For example, have a union representative re: negotiation skills and tactics; have a dean to give administrative perspective as well.

b) **Prepare for Promotion to Full Professor:**

Needed for the next phase of improving equity for promotions in Planning Departments. Previous FWIG attention to hiring and tenure has helped to improve treatment of women in this process, now to keep the momentum going for those at Associate Professor level.

c) **Leave for Dependent Care:**

To build on parental leave initiative to include leave or other arrangements negotiated for dependent care (e.g., ill parent(s), ill or injured spouse or child).

3) **Awards for 2010:**

Student award every year – *Marsha Ritzdorf* Award for best student work on Diversity, Social Justice and the Role of Women in Planning

Next year will be the *Margarita McCoy* Advancement of Women in Planning Award – review panel comprised of previous recipients and selected non-recipients. Discussion to propose an amendment to FWIG by-laws that would re-structure the membership of this review committee.

→ **MOTION:** The McCoy review committee will be made up of 3 previous recipients of the most recent awards who agree and are available to serve and two other committee members selected by the president of FWIG.

VOTE BY MEMBERS PRESENT: Motion passed unanimously.

SUBMIT FOR MEMBERSHIP VOTE: As indicated in FWIG's by-laws, the Secretary will submit to the membership the proposed amendment, as recommended by those present at the FWIG Business Meeting which included three of the four officers and at least ten members of FWIG. "By-laws may be amended by a plurality of valid ballots received. Mail or E-mail ballots shall be used. A dated copy of adopted By-Law amendments or revisions shall be filed with FWIG materials at ACSP archives." (FWIG By-laws)

4) **FWIG Regional Representatives**

A newly created position that can be valuable to pass information along and draw on support. Helpful outreach to non-"mainstream" faculty, e.g., geography, urban affairs, political science departments.

5) **Avoid Conflict in Scheduling FWIG Session vs. other Interest Groups**

To check prior to finalizing the annual conference session schedule for Fall 2010 so that FWIG luncheon will get full 2 hours and that business meeting and sessions do not conflict with other Interest Group sessions.

6) **Student Liaison Position:**

Currently: Amanda Johnson

Interest in setting up Facebook page for FWIG – particularly for grad student networking.

7) **FWIG History:**

Suggestion for a web-based survey to collect information on how FWIG has supported individuals as a way to further capture its history and effectiveness. There are many valuable stories that could be chronicled. No follow-up actions taken re: who or what.

PARENTAL LEAVE ISSUES IN THE PLANNING ACADEMY
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[Copy of Powerpoint slides content from session presented for discussion – Carissa Schively-Slotterback]

Introduction

Parental leave for birth and adoption.

Personal experiences stimulated initiative by FWIG. Proposal for project funding and to produce a FWIG-sponsored roundtable and focus group. Project included faculty survey of experiences and to do administrative survey of Chairs/Heads in Fall '09.

Survey

Aug-Sept, 2009 sent to US & Canadian schools.
158 responses (22.6% response rate) of ~ 700 Planning faculty

Online

Asked re:

- Policies available and experienced
- Career commitment
- Family decision-making
- Demographics
- Paid leave (M vs. F) – negotiation plays a critical role and discretion of the chair
- Stopping the tenure clock – pro's & con's, e.g., stigma for females vs. males; negative reactions.
- Flexible work hours
- Policies vary in adequacy

Recommendations

FWIG & ACSP – advocate for more consistency and awareness
Use web to post policies and negotiation “options”

Discussion

Understand sick leave vs. FMLA vs. non-sick leave vs. unpaid leave.

Examine family leave that would include dependent elderly/dying.

Examine federal policies

Develop a “policy bank” of model policies.

Tenure-track faculty – perceive they are vulnerable, thus affects negotiation.

Ask ACSP board for funds to collect model policies.

Helpful for women faculty to have several models, depending on University's commitment for family-related and women-related initiatives.

Suggested put findings in a journal article.

Vision toward “caring” for elderly and toward adoption.

Note that Planning administrators conference; ACSP Board meeting in April.

Emphasize in Dept. Head survey re: paid sick leave and if can bank it, how, and how much.

Suggested phone survey (~ 87 programs) vs. trying to get response.

Summary

FWIG support for continuation of project.

Expand birth & adoption leave to family leave.

Integrate into programming of next year's conference.

Negotiation seems key, thus set up session regarding negotiating – for family leave as well as other equity issues.

[NOTE: Please contact Sherry Bame sbame@tamu.edu for suggested corrections or revisions of these minutes.]