

**May 2021 Board Meeting**  
**May 28, 2021 (10 AM - 12PM)**  
**Via Zoom**

**Present:** Meaghan Davidson, Megan Wenner, Tywanda Cuffy, Jennifer Semrau, Naomi Nash, Kelsey Cummings, Zainab Shah, Leah Dodd, Libbey Bowen

**Excused:** Barbara Ley, Barbara Settles, Diane Goldsmith

**Meeting with Ryan Schuler/Beth Brand and Wellness**

Working to rebrand working at UD and redefining what our work spaces and work hours look like. They are interested in using some of our survey results to help bolster what working for UD looks like for women

Possible town hall in the fall to get some more information - want to look at a 6-12 month process of rebranding work at UD. New work life balance/integration for UD.

Will work on getting information to supervisors - creating a toolkit that allows them to be consistent across units/departments. Beth Brand said that Jared was very supportive and meeting with us and digging more deeply into the data. Ryan, Beth and Jared would be interested in seeing the data and potentially joining a future board meeting on a more regular basis. Kelsey and Naomi offered support for this idea and link with HR. It would be a great connection going forward. Naomi has been interested in the future of the hybrid comments. Environmental impacts should be highly considered as well

Libbey brings up the point that some women in the survey mentioned that they actually had more work responsibilities at home when they were expected to answer emails at all times. For some, being back on campus would be better. Megan Wenner said we do need more tools for setting boundaries. Naomi Nash brought up some companies that have started days of no zoom.

Naomi mentions can we actually make this a positive if we achieve a plan for UD moving forward - we have a great flexible work/life balance. Pay might not be that high, but if we have good flexibility that could make up for that.

**Discussion of Fall 2020**

Seems that the UD expectations are to be back on campus at 95% in person courses in the fall. Not sure about the safety of the faculty - there are mandatory vaccines for students but can we be certain that all students are actually vaccinated. Children are still not yet vaccinated and many faculty are concerned about that. Schools and daycare have changed hours and plans that will likely remain changed in the fall. A ton that still needs to be figured out. Can we really be totally back to normal in the fall?

### **Torch Award**

Board will review nominees and vote via email. Megan Wenner will send the sheet with the information and we send the vote name via email.

### **Elections**

Elections are closing today and we will make an announcement of the winners once voting closes. We will also notify those that are not elected.

### **Data Meeting**

Leah, mentions:

How much quantitative data do we have?

How can we actually make a strong argument of what we need in the fall regarding flexibility?

Can we include national data as well and how ours relates? Articles/other info?

What data do we have on who was laid off/cut back - gender/race breakdown

Libbey mentions - can we put the qualitative data into In Vivo (correct spelling?) to get themes. It still requires time intensive coding. What time do we have to do this?

Can we put together a one-pager or two-pager of this information.

This can be a working meeting - draft a one-pager at that meeting.

Who else is an audience for this?

Use presentation from General Meeting as a base

### **Consortium**

Meaghan following up on this.

### **Summer Plans**

Possibility for summer plans include data meeting continuing, retreats, regular meetings?

We definitely need a meeting with new board members.

Possibility of outdoor gathering soon and a more formal retreat in August.