

**USC Women in Management Board Meeting  
Wednesday, February 5, 2014; DML G28**

**Minutes**

Present: Elaine Padilla, Hazel Breen, Leonette Williams, Kerry Etheridge, Bernice Taylor, Lydia Vazquez, Christine Chan, Roxanna Bellia, Carolyn Heine

Absent: Queenie Taylor, Samantha Chilton, Tracy Kerr, JJ Lee, Stacy Patterson, Ginger Mayerson

**Reports**

**President**

- Elaine plans on sending her initial draft of a salary survey to the Board for comments.

**Vice President**

- Hazel reported on the HERs institutes; applications were received, individuals were interviewed, recommendations were sent to Janis McEldowney. Janis confirmed the availability of funding for one candidate. Candidates have not yet been notified.

**Secretary**

- Minutes from the January 8, 2014 meeting were approved.

**Treasurer**

- The balance on the financial report dated February 5, 2014, is \$6,895.58

**Past President**

- Kerry, Elaine and Alex plan to meet with Donna to discuss her initiative.

**President Emerita**

- No report.

**Historian**

- No report.

**Members at Large**

- No report.

**Membership**

- In discussion it was noted that although WIM membership dues are low compared to the Staff Club and other associations, WIM members pay approximately \$100 per person out-of-pocket expenses beyond the dues.
- Bernice and Lydia reviewed the WIM bylaws and noted two types of membership are listed; regular and associate. The WIM web site differs from the bylaws and lists three types of membership; sustaining, supporting, and regular.
- Associate membership is intended for women and men who support WIM but are not regular members.
- Carolyn reported that men were added to the associate membership in response to complaints that WM discriminated against men. The WIM bylaws state that meetings are open to all.
- The WIM web site lists the annual cost of the three membership categories: \$100 for sustaining, \$50 for supporting, and \$25 for regular.

- The sustaining and supporting memberships are intended to provide an opportunity to give more to help support lower level women at USC.
- Bernice and Lydia plan on emailing a WIM membership survey to Board members to solicit feedback on the benefits associated with the three types of membership, defining membership types, and determining whether or not to increase dues.
- Discussion ensued concerning membership dues being paid via direct deposit; as a 501(c) (3) can we do this, can we afford to have the membership split in 12 payments, could funds from the non-regular memberships go towards supporting a scholarship fund?
- More research is needed on what other comparable organizations offer as benefits to their membership.
- Bernice and Lydia will review potential means for identifying new members and reaching out to them with a welcome note.

#### Programs

- Roxanna will be responsible for programs at HSC.
- The next program at UPC will be held on February 18, 2014; Marlene Loadvine, Sr. Associate Dean, Cinematic Arts, will speak on “Building a flourishing culture of development.”

#### Professional Development

- Christine is leaving USC this month and going to the University of Washington.
- A professional development program presented by Alexandra Fabry-Mouer entitled “Exploring USC Trojan Learn” is scheduled at HSC on March 10, 2014, and at UPC on March 12, 2014.

#### Public Relations

- No report.