**BU Women’s Colloquium Meeting Minutes**

**October 9, 2014**

**Attendees Present**

Kara Poe Alexander, Beth Allison Barr, Candi Cann, Amy DaPonte, Melissa Dracos, Elise Edwards, Ellen Filgo, Adrienne Harris, Ivy Hamerly, Lakia M. Scott, Kristen Pond, Lisa Shaver, Carolyn Skurla, Danielle Williams

**Tiffany Hogue updated us on several things pertaining to faculty leave:**

* Tiffany revealed that Baylor is close to earning a “mother-friendly” designation from the State of Texas because of our lactation rooms and accommodations for mothers.
  + She discussed the lactation accommodations on campus and notified people of the lactation policy (<http://www.baylor.edu/hr/index.php?id=862989>).
  + Tiffany told us about the “New and Expectant Parents” website that HR has created (<http://www.baylor.edu/hr/index.php?id=863063>).
  + Tiffany handed out the flyer with the “Central Libraries Family Friendly Spaces” (<http://www.baylor.edu/hr/index.php?id=863063>).
* Maternity Leave Policy Update:
  + Tiffany detailed her academic and professional background and discussed why she is personally interested in having a clear maternity leave policy. The maternity leave policy is still in draft stage, and she wasn’t yet ready to show us the draft. However, she said that President Garland is highly invested in having a policy in place while he is interim president. They hope to have a policy by Spring 2015.
  + They are calling the policy: “Faculty Maternity and Parental Leave Policy.”
  + The policy is going to be a semester off from teaching. However, FMLA covers 12 weeks leave, so faculty will have to negotiate with their chairs what they will do for the other time not on leave (advising, research, committee work, etc.).
* Questions were raised about the following:
  + Having a clear policy about annual reviews in relation to pausing the tenure clock (whether one needs one and why)—Tiffany is going to check on this.
  + How often one can take FMLA—Tiffany isn’t sure.
  + The name of the policy (why “paternity” isn’t in the title)—HR decided on this name.
  + Relationship between the maternity policy and pausing the tenure clock (whether one has to do annual reviews, teaching evaluations, a notebook)—Tiffany is going to check on this.
  + If there would be anything written down about when one can take leave if the baby is born at the end of the semester—Nothing will be written down about this; it will be up to the individual and departments to decide.
* Tiffany said she is happy to come back and meet with us again and to let her know if we have questions or concerns.

**Update on the Panel on Women Academics and Work/Life Balance**

* The Women’s Colloquium has been in touch with Lenore Wright at the ATL and Chris Rios in the Graduate School. Both of them are very supportive of the panel.

**Next Meeting**

* We will discuss the article “Lowered Cites,” published in *The Chronicle of Higher Education*: <http://chronicle.com/article/New-Gender-Gap-in-Scholarship/145311/?cid=at>
* We will discuss the panel on issues surrounding female employment in the academy and work/life issues. This panel will be targeted to graduate students.

**Next Meetings:** *McMullen Faculty Center (green room)*

* *12:00 – 1:00* November 5, 2014 (discuss article and panel on being a woman in the academy)
* *12:30-1:30* December 11, 2014 (teaching exchange)