**BU Women’s Colloquium Meeting Minutes**

**11/11/12**

**Present:** Lesley-Anne Dyer, Joyce Nuner, Kara Alexander, Leslie Hahner, Christina Chan, Natalie Carnes, Lisa Shaver, Liz Palacios, Brooke Blevins, Andrea Turpin, Ellen Filgo

**Discussion of Maternity/Paternity Leave Letter**

* Several colloquium members met to craft a letter calling for the formation of a committee to explore the current maternity/paternity leave policy. Kara Alexander shared the letter with the group. A few minor revisions were made.
* Heidi Bostic suggested that colloquium members sign the letter. She also suggested we send this letter to the Deans of the signatories. We sent a sign up sheet around asking people if they would feel comfortable signing. **If you are interested in signing the letter, please email Kara (**[**kara\_alexander@baylor.edu**](mailto:kara_alexander@baylor.edu)**).** We are hoping to have representatives from each of the colleges and schools on campus. Additionally, if there are people in your department, school, or college who you feel would be willing to sign, please let Kara know by Friday, November 15.
* Once we have the letter signed, Kara, Brooke, and Natalie will meet with Tiffany Hogue to discuss how to go about presenting the letter to the Provost.

**Presentation of BU Colloquium Concerns to Campus Diversity Committee**

* At our last meeting, Susan Bratton asked if the BU Women’s Colloquium would be willing to come share some of their concerns and insights with the Baylor Campus Diversity Committee. This conversation will most likely happen early in the Spring Semester. During our meeting we discussed what ideas we might want to present during this time. **Please let Natalie Carnes (**[**Natalie\_carnes@baylor.edu**](mailto:Natalie_carnes@baylor.edu)**) know if you have any additional ideas to add to the list.**
  + Inequity in summer teaching opportunities (i.e. male faculty who are “providers” get summer courses instead of female faculty who have working husbands)
  + Mentoring for female faculty
  + Inequities in the tenure process (% of female and faculty of color tenured is less than white, males)
  + Female service to the department and university in administrative roles and it’s impact on tenure and promotion
  + Support for faculty who are mothers
  + The % of female STEM faculty
  + Micro aggressions/micro discrimination
  + Making campus more family friendly (playground, changing tables)
* It was suggested that we address these concerns in a problem-solving tone rather than an accusatory tone. We will ask the diversity committee to explore what other universities are doing to address these concerns and how Baylor might address these in a productive fashion.
  + Perhaps identify departments that are doing a good job and provide them with rewards

**Feminine Mystique Debrief**

* Christina Chan and Ellen Filgo shared about the Feminine Mystique Symposium.
* It was an overall success with 50-70 participants, excellent speakers, and student participation
* Thank you to the BU Women’s Colloquium members who organized and spoke at this great event.

**Next Meeting:**

* December 2 from 12:15-1:30,
* McMullen Faculty Dining center (President’s Room)
* Lisa Shaver (English) will share her research and open up for discussion