**BU Women’s Colloquium**

**MEETING MINUTES**

**November 26, 2018**

**Members Present:** Kristen Pond, Natalie Carnes, Nicole Kenley, Lisa Shaver, Kara Alexander, Kim Kellison, Candi Cann, Eileen Bentsen, Tiffany Hogue, Ellen Filgo, Elesha Coffman, Christina Chan-Park, Janet Bagby, Brooke Blevins

**Announcements:**

Lisa Shaver: If you have any events for Women’s History Month, please let her know and she will add to the calendar.

Christina Chan: League of Women Voters is looking for a speaker for an event at the Dr. Pepper Museum on Texas Women’s Suffrage. Let Christina know if you know of anyone who could speak.

**Guest Speaker:**

Randall Umstead, Associate Dean of Academic Affairs, Director of the Division of Vocal Studies, and the Charles W. Evans Chair in Voice. He serves as chair of the Faculty Senate. He came to discuss what they are working on and what concerns we have.

Faculty Evaluations:

* Reignite the conversation about faculty evaluations and working with provost office to reevaluate the instrument themselves. 8 people on the task force, 6 are women
* Concerns about issues of bias were heard from the women’s colloquium
* Instrument hasn’t been changed in 28 years—only change has been to move to electronic form.

Retirement Plan

* Faculty should reread the retirement plan switchover
* Faculty senate is concerned about the quick notice on this and that some faculty accounts are not being transferred to different types of accounts (i.e. low cost vs high cost)
* Faculty senate released statement about retirement plan

What are the things the faculty senate could be doing that we are not doing?

* Communication—how does the information get filtered out to the faculty?
* Spousal hiring—as a way to increase diversity at the university
  + June Review is going away, so this will change the way that positions are approved and dealt out
  + Other people in addition to budging folks will be reviewing it.
* Raises: We used to have raises for merit and cost of living raises. These are typically heavily biased. Is there any foreseeable change for this in the future.
  + Tiffany Hogue shared that there are ways to address the equity stuff at a larger level
* Promotion to Full Professor process
  + Alteration in timeline and process
  + Take effect in 2020-2021
  + Let’s ask Jim Bennighof to come talk about this in January
* Childcare for faculty
  + Concerns about childcare for children when faculty have late meetings or events on weekends
  + Nontraditional students need childcare as well.
  + Stanford and USC—are leading in this area in terms of childcare and family issues
* Transparency of process of becoming administrators at Baylor. How does this process work? Are there clearly defined policies?
  + A question to ask Jim Bennighof when he comes
* Transfer students—what are the standards for transfer students and are we setting them up for failure because we don’t utilize high standards. Are we setting them up for failure, especially diverse students.
  + Perhaps a conversation with Jen Carron and Sinda Vanderpool about these questions.