**BU Women’s Colloquium**

**3/25 Meeting Minutes**

**Members Present:** Natalie Carnes, Kristen Pond, Ellen Filgo, Lisa Shaver, Andrea Turpin, Adrienne Harris, Renee Umstattd Meyer, Susan Bratton, Karon LeCompte, Heidi Bostic, Katie Jarvis, Candi Cann, Brooke Blevins, Laine Scales

**Celebrations**

* Approval of the new Maternity and Primary Caregiver leave policy
* Appointment of Lisa Shaver as the new director of Gender Studies.

**Gender Studies Director, Lisa Shaver**

* Lisa articulated her priorities as the newly appointed director of Gender Studies program:
  + Review and update the minor
    - look at current curriculum and see what is still applicable and what is not
    - utilize the list of courses we have generated through the women’s colloquium to add to the minor listing
    - review the name of the minor
  + Create an advisory council
    - Lisa will be inviting members soon
    - The advisory council will help Lisa to review and update the minor as well as to help increase awareness
  + Increase visibility of the minor
    - Create a website by fall
    - Help co-sponsor events to help advertise for the minor
    - Create other marketing tools
    - Recruit in current classes
  + Identify students for the minor
    - We have 3-4 students currently, so we really need to increase these numbers.

**Spousal Hires**

* Based on conversations during our past couple of meetings, we are forming a committee to examine spousal hiring practices at Baylor as well as at other universities.
* Candi Cann has agreed to lead this committee and begin initial conversations with Michael Mattier, Director of Institutional Effectiveness
* During the meeting, several other members volunteered to help with this task as well: Renee Umstattd Meyer, Natalie Carnes, Heidi Bostic, and Carolyn Skurla (was suggested, although she was not at the meeting)
* Initial Ideas
  + Library and facility privileges (spousal ID cards)set up visiting scholar tracks with office
  + Unlimited hiring of adjunctive spouse faculty perhaps—although this raises some concerns about not hiring spouses in full time positions
  + Priority hiring of spouses, shared funding from departments, etc
  + Provide HR representatives who help with spousal hires, both at Baylor and in the Waco Community

**Mentoring Female Graduate Students**

* Committee Members: Christina Chan, Andrienne Harris, Karon LeCompte & Andrea Turpin
* This group has been working over the past month to brainstorm how we might move forward with our mentorship of female graduate students
* They developed a survey to administer at the Women in the Academy Conference on April 11. This survey will also be sent to graduate students via the graduate school.
  + Designed to elicit information about what type of mentorship students need and what issues students are most concerned about
  + Originally the survey was going to be anonymous, but there was conversations about having a way to collect students name so we could follow up with them about mentorship possibilities. These names could be collected with or independent of the survey.
  + The group will tweak the survey based on feedback provided by the group.
* Assistance Needed: we need several colloquium members to help administer the surveys during the Women in the Academy registration
  + We are working to get iPads from the Dept of Curriculum and Instruction so the surveys can be taken digitally.
* The information collected from the survey will be used to help design the mentorship program that will tentatively begin next fall

**Additional Information**

* Kristen Pond has agreed to visit with Jim Benninghoff concerning issues raised in our meeting last time about stopping the tenure clock and tenure reviews during maternity leave.
* Social Event: we talked about hosting a social event for the group sometime in May, so be on the lookout for an invitation to that.

**Next Meeting: April 27, 12:00pm McMullen Faculty Dining Center**