**BU Women’s Colloquium Meeting Minutes**

**March 3, 2014**

**Present:**  Natalie Carnes, Candi Cann, Meghan Diluzio, Adrienne Harris, Amanda Norman, Eileen Bentsen, Christina Chan, Brooke Blevins, Andrea Turpin, Ellen Filgo

**Maternity Leave Update:**

* Kara Poe Alexander, Natalie Carnes, and Brooke Blevins all visited with Elizabeth Davis and Tiffany Hogue about maternity leave policy in early March on February 24
* Provost Davis and Tiffany were very receptive to our suggestion to create a committee to formalize the maternity/paternity leave policy.
* Our conversation was guided with these ideas:
  + **Overarching Questions/Concerns**
    - What are peer institutions’ practices around maternity and paternity leave?
    - How do these practices affect tenure rates for men and women? How do they affect research productivity, faculty retention, and claimed happiness?
    - What does it mean to be a family-friendly Christian university in the 21st century?
  + **Our Primary Goal:**
    - To develop a written statement or policy about maternity/paternity (MP) leave for all full-time Baylor faculty (tenured/tenure-track and lecturer), including procedures for how to secure MP leave?
  + **Specific Questions/Concerns**
    - Can faculty still apply for research leave after they have maternity leave?
    - Should faculty still have to complete a tenure review even if they are on leave? Could we move the review to the semester they aren’t on leave?
    - What is the policy for covering classes?—will the person be paid (if it’s in the middle of the semester); whose responsibility is it to find course coverage?
    - When does the faculty get a semester off? (faculty want to take off longer after the baby comes, not before)
* Tiffany Hogue is working on formalizing this policy with HR and will seek input from the BU Women’s Colloquium once a policy has been drafted. We will have the opportunity to provide feedback prior to it being formalized

**Candi Cann Research Presentation**

* Candi provided a riveting presentation of her latest book project: *[Virtual Afterlives: Grieving the Dead in the Twenty-First Century](http://www.amazon.com/Virtual-Afterlives-Grieving-Twenty-First-Material/dp/0813145414/ref=la_B00FBWDTEG_1_2?s=books&ie=UTF8&qid=1396386992&sr=1-2)*
* The book is available for pre-order now on amazon!!
* Great work Candi, we all thoroughly enjoyed your presentation

**Suggestions for Future Meetings**

* Have newly tenured colloquium members speak about the process. (April 3)
* Invite Elizabeth Davis to share her thoughts and reflections at our last meeting
* Continue to think about educating/mentoring female faculty and graduate students
* If you have research or teaching ideas you would like to share with the group, please let Natalie know!

**Next Meetings:** *12:30-1:30 McMullen Faculty Center (yellow room)*

* April 3, 2014
* May 5, 2014