**BU Women’s Colloquium**

**Meeting Minutes**

**April 27, 2015**

**Members Present:** Natalie Carnes, Candi Cann, Beth Allison Barr, Kristen Pond, Lisa Shaver, Ellen Filgo, Adrienne Harris, Kara Poe Alexander, Cheryl Wooten, Andrea Turpin, Erin Payseur, Katie Jarvis, Karon LeCompte, Heidi Bostic, Ivy Hamerly, Brooke Blevins, Susan Bratton, Danielle Williams.

**Cheryl Wooten, Sexual Assault Advisory Council**

* Cheryl shared a variety of wonderful information about efforts being made across the university to eliminate acts of interpersonal violence. She wants to elicit support of colloquium members in raising awareness and changing the campus wide culture surrounding acts of sexual violence.
* 1/5 college women are raped, 1/4 college women are victims of some kind of sexual assault, 1/3 freshmen women are victims of sexual assault
* Using social diffusion theory, Cheryl and the sexual assault advisory council are working to change the community culture surrounding issues of sexual violence. This theory argues that university wide cultural change is necessary to effectuate change on more micro levels.
* This group is now offering Bystander Training for groups across campus. This training which lasts between 45min-4 hours has been shown to reduce violence by 50%. If you are interested in being trained or having groups of folks trained, please call Cheryl’s office to set up a time. 710-2467.
* The new university motto is “It’s On Us!”—you will begin to see this motto in a variety of locations, including during freshman orientation events.
* The efforts of the Sexual Assault Advisory council are also in connected with the new Title IX efforts at Baylor led by Coordinator Patty Crawford.
* **Consider attending a Bystander Training or hosting one for students, faculty, staff etc. Contact the counseling center for more information.**
* See attached handout from Cheryl for more details about interventions.

**Spousal Hire Issue**

* Candi Cann has a meeting with Michael Mattier to begin conversations about setting up new initiatives and policies for spousal hires.
* Michael was very open to the idea and suggested that our new provost, Ed Trevathan, would also be equally interested in addressing this issue.
* Candi suggested that the policy should not be difficult to pass, but rather it will be the tricky details of implementation and education that will require more thought and work.
* Michael Mattier wants to come meet with the colloquium in early fall to talk about this issue and others.
* Heidi Bostic, who also serves on the campus diversity committee, will continue these efforts, by chairing a committee of colloquium members who will begin addressing these issues in the fall.

**Tenure reviews when tenure clock is stopped**

* Kristen Pond met with Jim Benninghoff to discuss the policy regarding tenure reviews when faculty stop the tenure clock.
* Jim communicated that the reviews were not meant to be evaluative or formal, but were rather for the purposes of communication. In the past, he has sent an email to the chairs of those who have paused the clock detailing this review. That email has been rather vague and not articulated a clear policy. With Kristen’s suggestions, Jim is working on drafting a new email that would clarify this process.
* Kristen raised three issues regarding tenure review meetings during times when faculty have stopped the tenure clock
  + Who should be involved in this meeting? (Jim said at least the Dept Chair and Faculty Member)
  + What documentation should be required? (Jim said no formal documentation should be required, but does offer suggestions that might be useful for the conversation)
  + When should this meeting take place? (Jim said during the academic year in which the clock is stopped. Members of the colloquium suggested it be in the semester after the faculty member returns from leave)
* **If you have any additional concerns or questions about this policy, please contact Kristen Pond ASAP. (**[**Kristen\_pond@baylor.edu**](mailto:Kristen_pond@baylor.edu)**)**

**Graduate Student Mentoring**

* A survey was given at the Women in the Academy Conference
* Dean Lyon has approved sending the survey to female Ph.D. students (we are checking on adding Ed.D. students) in the next few weeks
* ATL has agreed to provide a small budget for our mentoring efforts so long as they are related to teaching (inviting a speaker, hosting a panel, etc)
* The committee suggests we seek out grants from the graduate school as well.

**Additional Items**

* We discussed the need to communicate about what the women’s colloquium is doing with others, including our departments
  + Consider asking your dept chair to share briefly at faculty meetings about the various things we are working on
* Next Year
  + How should we recruit new members for the colloquium?
  + Do we need to find a new meeting location?
  + What are good times for people to meet in the fall? Should we vary up times (some lunch, some breakfast, etc) to allow for others to attend?
  + Invited Guest: Michael Mattier, Ed Trevathan,
  + What other ideas would you like to see the colloquium address?
* **End of Semester Celebration: Tuesday, May 5 at 8:30am at The Egg and I**
  + **Evite Invitation, please RSVP:** [**http://evite.me/kKfzdT8eNt**](http://evite.me/kKfzdT8eNt)