**Women’s Colloquium**

**MEETING MINUTES (REVISED)
4/9/18**

**Members Present:**

Riz Klausmeyer, Natalie Carnes, Ellen Filgo, Monique Ingalls, Lisa Shaver, Karon LeCompte, Kathy Hillman, Ivy Hamerly, Brooke Blevins, Candi Cann, Kara Alexander, Anne Spence, Christina Chan-Park, Lori Baker, Erika Abel, Sinda Vanderpool, Gaby Miller, Eileen Bentsen

**Announcements:**

Congrats to recently tenured female faculty:

* Meghan DiLuzio, Classics
* Elissa Madden, Social Work
* Jennings Sheffield, Art
* Ann Shoemaker, Instrumental Studies
* Jamie Van Eyck, Vocal Studies

Congratulations to Mia Moody-Ramirez, Journalism, Public Relations and New Media who was promoted to full professor

From Laine Scales: The Graduate Student Women’s Mentoring program has gone very well and we have sent evaluationss to mentors and mentees. If you are interested in serving as a mentor next year, email Laine Scales (laine\_scales@baylor.edu)

The Women in the Academy conference had over a 100 participants last Saturday and was a great success

**Overview of the Meeting**

* Natalie Carnes provided a brief overview of the origins of the Women’s Colloquium.
* Riz Klausmeyer provided a brief overview of WISE and its purposes. WISE began as a small group of women in the sciences who met together as colleagues and friends. This group continues to meet regularly to discuss issues related to gender and equity issues in the Sciences.
* Erika Abel described that WISE hasn’t been able to make substantive policy changes regarding issues of concern (i.e. Title IX, gender equality, lecturer loads, over appointment of service roles to women, sexual harassment, etc). She perceived that the Women’s Colloquium has been able to make changes to some of these issues in other disciplines. Therefore, our joint gathering served as an opportunity to bring our two groups together to talk about shared concerns and strategize how we might changes to some of these issues.

**Areas of Concern**

* How lecturers are treated particularly in the sciences—there have been questions about their role in decision making in the department (i.e. hiring decisions, serving as Undergraduate program directors or other administrative roles). Often times, lecturers are highly overworked teaching more than 400 students a semester. There is a great divide between lecturers and other faculty particularly within the sciences
* How do we hiring more women faculty—particularly in fields that are heavily dominated by men (i.e. Biology, chemistry, engineering)
* Sexual Harassment Issues/Title IX Issues: There are questions about how issues related to sexual harassment amongst faculty and students is handled. People shared concerns about the Title IX office dismissing reports of harassment because they weren’t in their purview.
* Concerns over Title IX Office: People were generally concern about what is going on in this office. Who is in charge? How many reports are being made? What types of cases are they handling and which are they not? Lisa Shaver reported that in a conversation with a group of students who are looking to start a student AAUW chapter, that the students reported they did not trust HR or Title IX office to come talk about issues related to gender or equity and would instead to bring in outside folks to talk
	+ Candi Cann suggested an outside person to talk to this group: Berkley Anderson- Family Abuse Center
* General concerns about how little faculty know about issues related to Title IX, Sexual Harrassment, etc
	+ What are all the reporting systems? How do we access these? (Report It, Equity Point, etc). Lori Baker shared that there is an effort to funnel all these reporting systems into one main point so that these reports can be combined in one location.
	+ Many of us in the room, who are seemingly in tune with issues of diversity and equity, seem uninformed about university policies and efforts in these areas.

**Office of Equity**

* People were surprised to learn that a new Office of Equity is being created on campus.
* There is currently a search for an [Associate Vice Provost for Equity](https://jobs.baylor.edu/postings/3272)
* Lori Baker shared that this office will oversee things like Title IX, EEO, Affirmative Action, etc.
* The group shared great concern about the lack of communication about the creation of The Office of Equity.
	+ Why have we not heard about this at all?
	+ Who is on the search committee?
	+ When will the search begin/conclude?
	+ Who was consulted in creating this office? How are faculty involved?
* If/when the AVP for Equity is hired, we would like them to come share at one of our meetings and learn how we can be an advocate and ally.

**New Initiatives**

* Diversity Council: Robyn Driskell has created this council to discuss issues related to diversity across campus. At this time the group includes all women
* Faculty of Color Alliance: This group started about a year ago on campus. They are seeking affiliation with the National Center for Faculty Development and Diversity. This group meets regularly to discuss issues and ideas. They will focus heavily on developing a mentoring program for Faculty of Color.

**Action Items**

* The colloquium along with WISE will craft a letter of concern seeking clarity and information about the creation of the Office of Equity. We will also ask how faculty have been included in this process and what the plan is for informing the campus community. We will send this letter to Robyn Driskell and Cheryl Gochis. Natalie Carnes will draft the first letter.

**Conversations for Next Semester**

* How are women particularly over committed to service and mid-level administration
* How do we create more formal structures for women to advance in leadership
* How do we create more awareness about these issues around campus?

Further Reading

<https://www.chronicle.com/interactives/the-awakening>