**BU Women’s Colloquium**

**Meeting Minutes**

**September 20, 2017**

**Updates**

**Spousal Hire Policy (Robyn Driskell)**

After looking at similar programs elsewhere, most notably Notre Dame, we realized we were providing some similar services informally.

The services available include:

* Consultations with a candidate’s spouse during the final interviewing stage (pre-offer).
* Consultation about current job openings at Baylor.
* Networking with area employers (we currently do this to a very small extent and will be ramping this up in the coming months)
* Resume and cover letter critique
* Assistance with interviewing techniques
* Information about local employment demographics

To make more people aware of all HR can do to help the spouses of relocating faculty or staff new hires find work either at Baylor or in the surrounding community, we are working with Marketing to create a brochure. Later, we will add this information to our website.

More info to come, but I’m very excited to formalize this program as I think this will be very helpful in attracting key new hires. It is baby steps forward, however, HR is *very* aware of my concerns and willing to dedicate an individual to these types of activities. I feel very hopeful as we are making progress.

In the meantime, if you know of anyone who could benefit from these services, please let me know.

Please share this information with anyone interested.

**Kristen Pond offered historical perspective on the Women’s Colloquium:**

6 years ago in 2011 myself, Brooke Blevins, Natalie Carnes, Candi Cann, and another colleague who has moved on, attended the new faculty orientation. Some questions were raised about the maternity policy, and it soon became clear that there wasn’t one. This group of women continued to meet informally as we navigated the first year of tenure-track, and in our experiences and conversations we quickly realized that there were numerous issues with the visibility and advancement of women within the institution that were worth having larger conversations about. This became particularly evident after a lariat editorial about public breastfeeding that was published in fall 2012. That really served as the impetus for us to begin meeting in the basement of Tidwell that October. We wanted to find a way to educate and mentor students about issues related to gender and race.

So we began spreading the word about a new “women’s colloquium” and watched as women eagerly began coming to the gatherings, a testament, we believed, to the desire and need for such a group. We have been gathering now for five years. In our history as a group some of our signature achievements include: parental leave policy, with the steadfast help of Tiffani Hogue, the revival of the Women’s and Gender Studies minor and growing toward a major and graduate certificate program under the directorship of Lisa Shaver, a mentorship program for graduate student women with the help of Laine Scales and the Women In the Academy group. Most recently, we are happy to have another of our hopes and dreams--a Spousal Hiring Policy--realized by Robyn Driskell, chief of staff to the President and longtime member and advocate for this group.

Our mission is to advocate on issues related to gender, race, and other inequities. In our meetings we share our research, strategize teaching issues related to gender, and address policy concerns. We aim to provide a forum for raising concerns, finding support, and speaking into the lives of academics.

**President Livingstone Remarks**

* She thanked the colloquium for their work
* She asked what other initiatives or issues are important—what hasn’t made its way through and what would we like to see happen?
* She is deeply committed to embracing and increasing diversity on campus
  + Students are our most diverse population on campus (freshman class is 38% non-white). Our staff and faculty are not diverse though.
  + There is great understanding and commitment on this from the board and at all levels of the institution
* There is increasing diversity on the Board of Regents. They are working to cultivate a wider pool of diverse candidates for consideration to be part of the board
  + Had a diversity panel that presented at BOR about issues related to faculty, students, and staff
* The Provost’s office is working to educate people on the ways we conduct interviews—creating a process to make people feel more welcome in the hiring process
* She is interested in figuring out specific things we can do to help move the needle on these issues of diversity
* Last Spring—Diversity survey conducted with faculty, staff and students—Lori Baker is taking the lead on getting summary and analysis of the survey and once they are comfortable with the analysis, this will be shared publicly with the community.
* Both Title IX and diversity survey show instances in which diversity is an issue across various levels
* We have lots of room to grow in how we talk about race and gender in the classroom
* We have a lot of work to do in educating students on these issues—it will take all of us to work together to get this to happen.

**President Livingstone Question & Answers**

* How do we have a culture of female leadership on campus? Is there something more programmatic that we can do?
  + University leadership and compensation—BOR committee is looking at the University leadership at the top levels and figuring out how to increase diversity.
  + Have to have intentional development programs that are going to develop leaders that are now in lower leadership levels.
  + Trying to create a programmatic way to create more formal mentoring around this issue.
* Suggestion to attend leadership training such as the John Maxwell leadership training (Oregon State)
* What is the process in which women can take on leadership roles? How do we get this more open, so women can apply to these positions? People seem to just get appointed.
  + In the past President Livingstone utilized an open nomination process for associate deans when she was Dean.
  + Robyn Driskell shared that there was no standard process for this kind of leadership appointment. It is handled by individual units
  + Perhaps consider standardizing and making things more transparent would be valuable
  + Communicate with Provosts office about creating more procedures for this kind of process
* Diversity hiring initiative—where is that? Where is that going?
  + The provost has had a conversation with Deans about this effort, focusing these hires more on underrepresented populations. Even given more interview slots to bring more candidates to campus to increase diversity.
* As we increase diversity, what will be doing to make sure the load on these candidates does not become too much?
  + If you have more diverse populations it should reduce workload—but that’s long term
  + This is where department chairs become really important in protecting tenure track process
  + Our first goal should be to get these folks tenured
  + Mentor them appropriately through the tenure process
* How do you recruit these people? To increase diversity?
  + We need to grow the pool.
  + If you have really bright undergraduate students who would be interested in a Ph.D. program we need to do a good job encouraging these students to pursue that path
  + Push students in this direction and help shepherd them through this process
  + Both short term and long-term strategies are needed
* How do we engage in personal development? How do we find leadership development opportunities and funding to attend these?
  + The Provost’s office is working on how do we do a better job of supporting faculty through their life cycle as a faculty member—getting folks from Associate to Full.
  + Looking at ways perhaps to fund this kind of professional development
* Advice for how we as women and how we can develop ourselves for leadership
  + Being really good at what we do—sadly we sometimes have to be better at what we do than others
  + Stepping up and being willing to do things—volunteering and taking on responsibilities. Sometimes you have to step outside your comfort zone and tell your leaders that you want to have the opportunity.
  + Being supportive of one another as women. How are we helpful and supportive of one another? Being advocates for other women.
  + Encourage others to take on these leadership roles and look out for one another—help them see things in themselves that they might not see and nominate them for opportunities.
  + The more we can get our male colleagues to be part of these solutions the better it will be. Particularly in situations in when there is male leadership.
  + When we are in meetings we have to support one another in sharing ideas.
  + Owning that you belong at the table
* Uniqueness of female leadership
  + Collaborative in the approach
  + Engaging the team in the conversation
  + She recognized as a dean and now as president that no one person has the capacity or skill set to do this by themselves
  + Build a team around you
  + Listening is really important and hearing where people are coming from
  + Be a caretaker—have empathy and care and concern for people
* How do we get folks to the diversity trainings—particularly the right folks
  + The more personal you can make the outreach to those people the better it is.
  + Identify people of influence of those people we would really like to see come—not necessarily as a supervisor but on more relational basis.
  + Going to people in their space
  + Train faculty to do the training so that they can train others.

**Announcements**

**Salary Negotiation Workshop for Women Students**

StartSmart Salary Negotiation Workshop, September 28, 6 p.m. in Cashion, 5th FL sponsored by Career and Professional Development and Women’s and Gender Studies. The workshop, which is targeted to women, addresses the gender wage gap, and how simply accepting salary offers without negotiating can significantly reduce your earnings over a lifetime. It offers strategies for gathering salary information, negotiating, and ultimately demystifies the idea that negotiating is a bad thing. Students have found it incredibly eye-opening and valuable. I hope you will encourage juniors and seniors to [register and attend the workshop](http://www.baylor.edu/genderstudies/index.php?id=935092). You might also pass this along to any student organizations.

**Women's Paths to Full Professor: Promotion Successes:** *A special panel discussion hosted by the Baylor University Office of the President.* [*Register here*](https://www.eventbrite.com/e/womens-paths-to-full-professor-promotion-successes-tickets-38004266785)

* Dr. Sarah Ford, *Professor of English*
* Dr. Lorin Matthews, *Professor of Physics*
* Dr. Cindy Riemenschneider, *Associate Dean and Professor of Information Systems*
* Dr. DeAnna Toten Beard, *Professor of Theatre Arts*
* *Facilitated by:* Dr. Robyn Driskell, *Chief of Staff and Vice President for Board Relations*

**Members Present**

Kara Alexander

Carrie Arroyo

Beth Allison Ban

Eileen Bentsen

Brooke Blevins

Stephanie Boddie

Jennifer Borderud

Candi Cann

Natalie Carnes

Elesha Coffman

Debbie Davendonis-Todd

Meghan DiLuzio

Julie de Graffenried

Ellen Filgo

Leslie Hahner

Jennifer Hargrave

Amanda (Mandy) Hering

Tracey Jones

Annette von Jouanne

Kim Kellison

Theresa V. Kennedy

Riz Klausmeyer

Elissa Madden

Amie Oliver

Kristen Pond

Lisa Shaver

Kathy Steely

Leah Teague

Lindsey Trozzo

Sarah Walden

Brittney Wardlaw

Danielle Williams

Allison Yanos