**BU Women’s Colloquium**

**Meeting Minutes**

**9/23/2015**

**Members Present:** Kristen Pond, Kara Poe Alexander, Lisa Shaver, Robyn Driskell, Sarah Walden, Ellen Filgo, JoAnn Tsang, Tiffany Hogue, Heidi Bostic, Adrienne Harris, Renee Umstattd Meyer, Karon LeCompte, Jackie Mougoue, Joan Supplee, Susan Bratton, Beth Allison Barr, Amanda Norman, Andrea Turpin, Katie Jarvis, Laine Scales, Brooke Blevins

**Guests Present:** Provost Ed Trevathan, Michael Mattier

**Next Meeting:**

* Oct 22, 12pm: Teaching
* Our next meeting will focus on the area of teaching. We are looking for 2-5 people to share a brief teaching strategy, assignment, etc during our next meeting. If you are interested in sharing with the group please let Kristen Pond know. ([Kristen\_pond@baylor.edu](mailto:Kristen_pond@baylor.edu)).

**Gender Studies Report**

* 10 for 10: Lisa Shaver shared about the success of the recent panel discussion on what woman should be on the $10 bill. This was a wonderful event with over 180 people in attendance. Check out the front page of the Waco Herald Tribune from Wednesday of this week for details.
* The gender studies minor is considering hosting regular panels like the 10 for 10 discussion which focus on issues of gender.
* If you have students who are interested in the gender studies minor or who you believe would be a good fit, please have them contact Lisa Shaver ([lisa\_shaver@baylor.edu](mailto:lisa_shaver@baylor.edu))
* Additionally, if you teach classes that would be a good fit for the gender studies minor please let Lisa know.
* Gender studies website: <http://www.baylor.edu/genderstudies/>

**Chief Diversity Officer Implementation Group Discussion**

* Heidi Bostic is chairing this committee, which is charged to examine existing diversity efforts at peer institutions and solicit input from the Baylor community in order to recommend an organizational structure and scope of responsibilities for the CDO position at Baylor.
* Heidi urged us to attend one of the town hall meetings. She said we will need supporters at these meetings who are thinking about what kind of things a Chief Diversity Officer would do. If you know folks at other institutions with a CDO, visit with them about what has been successful and not successful about this position. Snacks will be served ☺
  + Thursday, October 1, from 1:00 p.m. – 2:30 p.m. in the Houston room on the 3rd floor of the Bill Daniel Student Center. Register for this date here: <http://libcal.baylor.edu/event/2194955>.
  + Wednesday, October 14, from 8:30 a.m. – 10:00 a.m. in the Houston room on the 3rd floor of the Bill Daniel Student Center.  Register for this date here: <http://libcal.baylor.edu/event/2195242>.

**Provost Trevathan Discussion**

* The conversation opened as the Provost shared a brief overview of why it was important that we began to focus on diversity issues on campus. He described several compelling reasons.
  + We are Christian University who believes in the respect and dignity of all people
  + Beyond federal mandates, we should be motivated by our Christian ethic and desire for excellence
  + We have an increasingly diverse student population and we need faculty and staff who will also reflect that diversity
  + We have a commitment to improve our community and the world at large, which means our faculty and staff should reflect those who we seek to serve
  + The majority of Ph.D candidates are now female, our faculty should reflect that.
  + If we want the best faculty, we need to be willing to recruit women at all stages of their lives and provide them with a work environment that will support them through these stages
  + Excellence and mission drives our motives and along the way we will meet federal standards.
  + It is important that we are proactive in our efforts. We can no longer assume diversity will increase spontaneously simply because we have goodwill
* Provost Trevathan then opened the floor and asked the group to consider, “What barriers to success do you face as a female academic? How can we help remove those barriers?” The conversation proceeded as various ideas were mentioned. Some of those ideas are listed below.
  + We devote too much time to teaching—takes time away from scholarship. This is often because our student evaluations are tied to us being both entertaining and compelling as well as maternal
  + We spend more time counseling students about non-academic issues than our male counterparts. Again, we are viewed as mother figures who are expected to take the time to deal with these concerns.
  + Promotion to full professor is difficult for females since most full professors are white males. Since it is the senior professors who vote for full promotion candidates, this cycle of white, male dominance tends to continue.
  + In English dept, there has been an unwritten rule that you cannot hire all women in a given year within a dept.
  + It is difficult to get to know male faculty and to informally share about one’s research. Often times, male colleagues go to lunch or events together and are able to informally discuss research, often times excluding women from these gatherings simply because of gender differences.
  + The reward system at most universities value traditional achievements (publications) where there are more men. More females end up in administrative positions, which takes away from research. Thus females, despite their service, are not compensated for their work like their male counterparts
  + Women seem to be put on a lot of committees. Perhaps because they are asked more or perhaps because they fail to say no. Many meetings happen in late afternoon—it is difficult for female faculty to attend because of issues of childcare. There is no childcare on campus. None for parent faculty coffee, for graduation, etc.
  + In the research Baylor Research Magazine, only one women was featured. We need to highlight more females and minority faculty. We cannot continue to code research as masculine and service as feminine.
  + Provost Trevathan: The neuroscience thing: in a lot of cases, it's a female junior faculty member communicating with a senior male administrator. We know from research that male and female brains process things differently. Is it harder to communicate things to a male chair? If this is a problem, we need to ensure that male leaders know about this, are good at communicating.
* Provost Trevathan invited us to share other ideas and concerns with him via email. What things does he need to know as he works to increase diversity at Baylor.

**Action Items:**

* There is consideration to move our meetings from the faculty center to the private dining room in Penland (which is where we met yesterday). This room has more space and is more family friendly. If you have thoughts or opinions about us moving the meetings, please let Brooke Blevins know ([brooke\_blevins@baylor.edu](mailto:brooke_blevins@baylor.edu))
* Attend a CDO Town Hall Meetings
* Email Provost Trevathan with any additional Thoughts

**Next Meetings:**

* October 22, 12:30pm: Teaching
* November 18, 11:45am: Research
* December 9, 8:30am: Breakfast off campus (location TBA)