**BU Women’s Colloquium**

**MEETING MINUTES**

**April 22, 2016**

**Members Present:** Charity Anderson, Heidi Bostic, Robyn Driskell, Lori Baker, Jennifer Borderud, Jo-Ann Tsang, Candi Cann, Adrienne Harris, Ellen Filgo, Brooke Blevins, Lisa Shaver, Karon LeCompte, Katie Jarvis, Tiffany Hogue, Eileen Bentsen, Andrea Turpin, Meghan DiLuzio

**Update from Lori Baker on the President’s Advisory Council on Diversity**

* The council is currently collecting data on diversity on campus and the numbers are not encouraging. They are meeting with focus groups that have a stake in increasing diversity in order to identify the main barriers to diversity and to gather suggestions. They are also planning to conduct a climate survey administered by an external organization to guarantee complete confidentiality for participants. The advisory council is leaning towards a census survey and recommending that we resurvey every five years.
* The advisory council is also reviewing previous reports and recommendations on diversity. A report from 1998 demonstrates that this has been an area of concern for many years.
* The advisory council is considering how to increase diversity among the faculty as well as how to change the culture on campus/increase cultural competency among faculty, students, and campus police. Ideas include:
	+ Online training along the lines of the Title IX training faculty completed in the fall
	+ New courses with an emphasis on cultural diversity awareness
	+ Developing an exchange program with HBCUs for students and possibly a faculty exchange as well
	+ Identifying and mentoring undergraduate students from underrepresented groups to graduate school and back onto the Baylor faculty
	+ Working with Baylor First in Line
	+ Creating a Provost’s Fellows on Diversity program that would allow faculty to spend a year focusing on diversity issues and learning how to implement changes in their departments/divisions
* The Board of Regents and the new Provost are committed to putting in place an infrastructure that will address diversity and the campus climate. The regents have created a task force of former regents to advise them on this issue. They asked the President’s Advisory Council for a report by July, but Lori emphasized that the council will be able to make better recommendations if they take more time. January is the target date.
* Elizabeth Palacios is serving as special assistant to President Starr on diversity. Her responsibilities are still being determined, as is the question of how the different groups will work together.
* In the short term, the council is developing a website that will include their immediate recommendations and a timeline.
* Lori emphasized that this will be the last committee convened on diversity because at the end of the process we will have an infrastructure in place. In addition to a CDO, the council is thinking about how to create positions focused on diversity throughout the university at all levels.

**Update from Robyn Driskell on Employment Support for Faculty Spouses**

* Robyn and a small group of BUWC members will meet with Cheryl Gochis (Associate Vice President for Human Resources) next week to discuss the issue of support for faculty spouses seeking employment at Baylor or in the Waco area. HR is hiring new recruiters and Cheryl would like to add this as part of their job description. The group agreed that it would be helpful to place information about existing resources online.
* The group also raised the question of whether or not it would make sense to grant faculty spouses an exemption from the Temporary Full-Time Lecturer policy, which limits such appointments to two years. Robyn and Tiffany Hogue clarified that this policy was instituted to address the fact that temporary faculty are not evaluated regularly and do not have access to funds from the merit raise pool. Allowing temporary lecturers to continue indefinitely created a pool of voiceless faculty. We would need to think about how to address these issues before beginning a conversation with the Provost’s Office about exemptions.

**Sexual Assault at Baylor**

The group discussed the possibility of issuing a statement or letter without reaching a clear consensus.