

**Women's Faculty Network
Steering Committee Meeting**

**Approved Meeting Minutes—August 27, 2009
Biological Sciences Building West, Room 307B**

The meeting was called to order by President Ginger Carney at approximately 10 a.m. The members present were: Ginger Carney, Dominique Chlup, Kelli Peck-Parrott, Jyostna Vaid, Jia Wang, Valerie Coleman, Louise Abbott, Marian Eide, Wyoma van Duinkerken

I. Brief introductions were made by all attending

II. General Business for WFN Network

- A. Treasurer's Report—Ginger Carney made the report for Lori Taylor who could not be in attendance. We have a little over \$3000 in funds. Money last year was spent on hosting a reception for new women faculty and hosting the fall and spring luncheons. Ginger explained that in the fall we host an outside speaker and the spring luncheon is interfacing with the upper administrators—not sure what will happen this year in terms of whom we will be inviting. Spring luncheon last year broke even. The fall luncheon did not break even—fell short by several 100 dollars—attendance was low. The network did get \$500 from the Health Science Center and that help to offset the loss. We've requested money from the Dean of Faculties to help offset the costs of these events—fall reception, fall luncheon, spring luncheon.
- B. Representative to campus Work/Life Committee—Ginger Carney has been sitting on the committee and will continue to sit on it. Linda Putnam, former WFN President set up the committee. Sherry Yennello has also been a part of the group. The committee set up the lactation rooms on campus. They have been looking into some issues with the child care center on campus. All of the networks need to be introspective to think about how they can help colleagues on campus. The Work/Life committee is made up of both faculty and staff and not affiliated with a particular network.

III. 2009-2010 Events

- A. WFN/Dean of Faculties Workshop, September 22, 1-5 p.m. Meggin McIntosh
Meggin McIntosh will be on campus September 22, 23, & 24. She is being hosted by the Dean of Faculties (DOF).
We are partnering with the DOF to host the workshop on Sept. 22 from 1-5 p.m. The title of her talk is: *Help I'm over the top: Tools tips and techniques to Gain control of an academic life.*

Joystna Vaid asked if her talk was gendered—no, it's not. Had considered her giving another talk, but she wouldn't allow men to attend. And the network wanted to have the presentation open to everyone, so chose this talk instead.

The talk on the 23rd is geared toward non-tenure track faculty: *I just want to be whelmed maintaining and providing a productive worklife.*

The 3rd workshop on the 24th is titled *Networking for Introverts*

- B. Reception for new faculty members—Last year, we had about 50 people attend, but very few people were new faculty. Had 2 men show up from the Galveston campus since they were here at A&M after Hurricane Ike. Ginger asked the question should we host it again this year. After discussion it was decided we should host it, but we need to come up with a better plan for getting our new faculty there.

Ideas suggested: Jia Wang mentioned when she was new having a colleague offer to walk her to events helped her attend. Val Coleman suggested partnering with other networks. Val also pointed out that other networks (BFA, MALFA, and CFN) have new faculty receptions, so that might be spreading the attendance. Marian Eide recommended targeting folks in their second and third year here. Ginger pointed out it'd be easy to get the names of first year faculty but wondered if we could easily get the names of 2nd and 3rd year faculty. Discussion indicated the DOF's office should be able to produce these e-mails for us. Val asked if we invite the Provost. Ginger responded we do and last year Provost Vitter came as did Karan Watson. The University President typically does not come.

The names of the new faculty should be available in October. Ginger will contact organizations for possible partnering, arrange for food, and she'll ask for our help as needed.

- C. Fall Luncheon and Speaker—Last year's speaker was brought in from off campus, which is expensive. Discussion was held whether to invite an outside speaker or ask a fellow A&M colleague. Recommendations were given:
- 1) Elizabeth Umphress, she's the VP of WFN for this year, but off for a few weeks, so unable to attend this meeting recommended Ben Welch—effects of instructional strategies. Also recommended Susan Fiechtner—leadership, conflict resolution, public speaking, decision, internal speaker
 - 2) Penny Riggs, another WFN steering committee member, recommended Susan Johnson, the Provost of the University of Iowa. Penny saw her speak at a women and cancer research event. She spoke about organization and time management. Johnson said she had read all the time management books in the world. Penny described her as “hilarious and effective” and would attend again. Penny also recommended Colleen Bruphy (spelling?) *Constructive Politics: Managing Key Relationships*—helpful when Penny was trying to make a career change. The group discussion yielded that this might be a less interesting topic for everyone.

- 3) Carol Jordan, Provost at the University of Kentucky, President of TAMU's Women's Former Student Network. She would be interested in speaking for a few minutes. She might be able to give a longer talk or recommend someone from her network. She doesn't have a former speaker's list, but if we had a topic in mind, she might be able to do that. WFN will be in town on Nov. 13, so if we can make it so our luncheon is a day or two before that then Carol Jordan and some of the members of their network will be able to attend.

Ginger asked our group for recommendations and Kelli Peck-Parrott asked, "What are our budget constraints?" The cost is a couple thousand dollars...small honorarium (\$1000), small gift, travel expenses. Jia Wang recommended the former President of Cassanova University, Van Titus. She's now retired but does fundraising for Colgate. She's in her 70s and has had lots of experience and her area is mentoring/leadership. After further discussion, we agreed on two names: Susan Johnson and Van Titus. Jia will pull together a bio for Van Titus and Ginger will pull one together for Susan Johnson and then put it out on the steering committee for a vote by the end of next week. Agreed the luncheon should be on Wednesday, Nov. 11 or Thursday, Nov. 12, so it could be held closer to when the Women's Former Students Network will be here. Their annual meeting is scheduled for Friday, November 13.

Veronica Sanchez will organize the food and room, probably will be in Koldus or some place else on campus, a room where we can have it catered by campus. Kelli volunteered to design the placards for the table.

D. Collaboration with Women's Former Student Network (WFSN) on November 13th—At this year's Women's Former Student Network meeting, they'll present awards since the Distinguished Alumnus award has been given to only 1 woman. The award is being given for scholarly female achievement. They'll be working in conjunction with the DOF's office. The award can be given to a woman at any level in her career. The selection committee will be comprised of women, men, the DOF, and possibly someone from our network. We'll learn more as they get more organized with it. They'll also have a mentoring activity at their luncheon and are interested in having women faculty there as a presence. Sue Redmond, who used to be on campus as the Chief Financial Office, will also be there. Val pointed out that last spring when Sue and Carol were visiting campus, they discussed small scholarships, money awards for faculty, and travel awards, for those who travel to pay for childcare. Discussion of the fact that international graduate students often not eligible for internal awards and post docs are often invisible too. Val mentioned she got 5 phone calls recently about postdocs, so she's looking for some mentoring there. Ginger says she thinks there might be a newly formed group for postdocs, so she'll look into it and share it with Val. We'll continue to update on Women's former student network.

E. Monthly Coffees at Sweet Eugene's/other venue—Brownbags in the past have been held on campus. Some well attended but others not well attended. Ginger made the suggestion instead of having brown bags, have monthly coffees at Sweet Eugene's. We could invite speakers to discuss issues such as Elder Care and other topics of importance. It was suggested that the time doesn't have to be at 10 a.m., can vary the time and day, so we could get a broader swath of folks from the network and guarantee that at least a couple of steering committee members will be there. After discussion of the logistics of holding it off campus and a worry it wouldn't be well attended, it was suggested to hold it in various departments and parts of campus and get the Deans involved. Marian agreed to host the first one in the Women's and Gender Studies Program. Marian will look into hosting it while Meggin McIntosh is here and will check on room availability. Ginger asked for a steering committee member to commit to attending. Dominique Chlup agreed to commit to attending. It was recommended that a sign-in sheet be distributed at the event.

F. Spring Luncheon date for 2010—put off discussion

G. Women, Money, and Power study—Diane Moore, Mustang Financial—Jane Welsh, former WFN President, has a financial planner Diane Moore, who'd like to give a 1-2 hour workshop for the WFN titled Women, Money, and Power. She is going to be at the Vet school on Oct. 9 at 9 a.m. It won't cost us anything. It was mentioned that she's probably looking for clients. It was suggested that maybe we could coordinate her coming in the spring as fall is pretty full. Ginger will talk to her to arrange a time for spring.

IV. GLBT Resolutions—Took a poll of the WFN and the vote was in favor with overwhelming support. The two resolutions were: Health Coverage Plus One and reminding people that Equal Employment Commission includes sexual orientation and gender identity in that language. Our group of constituents voted 49-2 supporting both resolutions, so we reported that to John Scroggs. The resolutions will be coming up for vote in the Faculty Senate.

V. Other business—Discussion of other things we need to be doing on campus. . One thing that came up yesterday at the Work/Life committee was polling the WFN members to see what are things they are interested in prioritizing. One or two important issues we want to put our stamp on. Karan Watson has encouraged us in the past to put our stamp on one or two things. It was mentioned that there is an ongoing discussion on campus about lack of childcare for faculty members, staff, and students. We only have one childcare center, and they are no longer taking infants at Becky Gates Center—children have to be 12 months or older. Staff scared right now about possible lack and cut of positions. The point was made that elder care is a big issue. The faculty senate is trying to address both

and they decided that childcare issue and elder care should be treated separately. The childcare issue has gone through the senate. Another one issue that was discussed was wellness—get our healthcare premiums down by participating in a wellness programs. Purdue University is a model for this. By getting a physical each year and attending programs on wellness, and tying it into an incentive for instance a reduction in premiums or getting a free doctor’s visit would motivate individuals. Also encourage employers to give their staff time off for doctor’s visits, so staff don’t have to use their vacation, sick, or personal time. Also discussed the value of putting showers into the buildings to encourage folks to exercise in the day while at work. It was suggested this could be tied into one of the coffee talks. Discussion also included making the pool of applicants for awards include women. For instance, there are only two distinguished faculty members who are women and there is overrepresentation of women in the non-tenure track. The point was made we need to highlight the accomplishments of A&M’s women. Ginger stated we need to be proactive and do that on our webpage, but she’d like to hold off discussion on the webpage as there is much that needs to be discussed regarding it. The point was made that partnering with the WFSN might be one way to get in on nominating more women and pushing women’s names for considerations when it comes to awards. The recommendation was made that we could host a coffee talk with the women administrators group.

Ginger wrapped up the meeting by asking if the group was okay to continue meeting in room 307B of BSBW. We all agreed the meeting room was fine.

Meeting was adjourned at 11:45 a.m.