

 <p>TEXAS A&M UNIVERSITY Women's Faculty Network</p>	<p>Women's Faculty Network</p> <p>Steering Committee Meeting May 26, 2010 Room 103 Butler Hall</p>
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Approved Minutes for May Meeting

The meeting was called to order by President Ginger Carney at approximately 3:30pm. Members present: Ginger Carney, Mindy Bergman, Elizabeth Umphress, Stephanie Payne, Sarah Bednarz, Marisol Perez, Kelli PeckParrot, Val Coleman, Wyoma van Duinkerken, Mary Beth Hueste, Mary Meaghan, Nancy Klein, Louise Abbott, Sarah Fulton

- I. April and May minutes were disseminated and later approved.
- II. Topics for the WFN Dean of Faculties professional development series
 - Ginger asked the listserv for potential topics. Topics that have been recommended were:
 - 1) Women administrators give advice about how to succeed in academia
 - 2) Distinguished professors have a question and answer session (which could be combined with the first)
 - 3) Strategies and resources for dealing with aging spouses and parents
 - It was noted that there is sometimes not a lot of attendance and we should pick topics carefully. Sarah noted that Elizabeth's discussion on negotiations was well-received, and Ginger noted that there was a recommendation that there would be a campus-wide development series on negotiations to Jeff Froyd. Jeff is out of CTE and Office of the Dean of Faculties and will be doing the professional development workshops.
 - 5) It was suggested that we could have another financial advice seminar lead by another female financial advisor. It was noted that there was a lot of interest in the financial seminar this year.
 - Mindy noted that from the last couple of years the panel talks are not well attended, and situations in which people leave with a tool-kit of knowledge that can be applied seems like better received talks.
 - It was mentioned that we should consider topics for new women faculty members. What types of things for new faculty could use additional help in a formal way, through tenure? We have a large population of assistant professors.
 - 6) It was suggested that we should have a session on how to mentor graduate students/ how to be a good advisor/how to manage a post doc.

- Val mentioned that the DOF office doing a component on mentoring graduate students for the new faculty orientation.

7) Another suggestion was made for how to weed out which service to do for new faculty, who are being asked to join everything. One potential topic from this is: “how to say no to service”, which could be lead by someone in the harder sciences and humanities. It was suggested that it could be led by Jane Welsh and Sherry Yenello.

8) It was also suggested that we could have a session on the climate survey – Val said that there was one in the fall of last year and we would be interested in having Antonio at that meeting.

- The group decided that the WFN would sponsor 3 different series: a) mentoring graduate students and post docs (to be hosted in the Fall by Kelli PeckParrot and Wyoma van Duinkerken, b) financial advisor (to be hosted in Spring by Louise Abbot), and c) appropriate service and how to say “no” (to be hosted in spring by Nancy Klein and Mary Beth Hueste)

III. Fall Luncheon

- It was mentioned that we should try to do it in October rather than November.
- The discussion of possible speakers. The executive committee voted and the top 5 vote getters: 1) Joan Williams (8 votes), 2) Shelley Correll (5 votes), 3) Valerie Young (5 votes) -according to her website there is a \$4500 fee associated with her giving talks, 4) Carol Shakeshaft, 5) Carol Jordan. It was mentioned that there is a slight concern that people will not want to hear about violence against women, but her talk could cover other topics. Also, there was concern about the fee associated with Valerie Young.
- The committee decided that Joan Williams would be our first choice.
- It was mentioned that we needed to have a speaker that could attract men to the audience, as well.
- Another potential candidate could be Virginia Valian who authored “Why so Slow?” in which she described why women were making slow progress through tenure. There is another candidate who authored “Why so Few”, which focused on why there are so few women in the sciences.
- It was mentioned that we could advertise to graduate students, as well.
- The committee did not come to a decision for the second choice, but did decide that the committee would seek out more information concerning Shelley Correll, Carol Shakeshaft, and Virginia Valian. Then, this information would be disseminated and voted on by the committee.

IV. Updated WFN brochure

- Mindy passed around the new brochure and indicated that we can easily change it from year to year. It is basic and cheap to produce.
- Mindy indicated that she needed quotes for the brochure.
- Mindy will input information about the new officers and dates. It will be printed in the campus printing.

V. New Faculty Orientation

- Val noted that the orientation will occur August 23-25th and the WFN will have a table on the 23rd from 3:30-4:30pm. Those who represent the WFN will pass out the brochure and talk about the mentoring program.
- Elizabeth, Ginger, and Wyoma volunteered to be present at this event.

VI. Update WFN constitution

- We have different issues that need to be updated in the constitution. New members are not officially on the committee until September 1st, but there is work that needs to be completed in the summer to ensure the Fall luncheon and other events are a success. It was discussed that we need someone with experience crafting constitutions to serve.
- Sarah Bednarz and Ginger will be on this committee.

VII. Mentoring Committee

- In the May meeting there was a discussion about mentoring, and that we might need a different mentoring model. The committee could include Val and as a group could consider different changes. In the meeting it was agreed that we would have a mentoring committee to consider these issues.
- Stephanie noted that the Advance grant is still pending. The grant encourages more women within STEM fields. The proposal was multidisciplinary and included a social science component with different proposed studies. Part of what they proposed to establish was a mentoring initiative to compare established traditional mentoring with group success circles. If funded, those associated with the grant could work jointly with the WFN mentoring program. Also, the grant could provide opportunities for women to enter short-term administration assignments to determine if they wish to be an administrator.
- Different mentoring issues were discussed such as how information about tenure and other outcomes varies across the colleges which could influence cross-college mentoring relationships. Also, junior faculty need to get on board quickly and there is some confusion about matches. It was noted that mentors are not shown mentee annual review letters from their department, which would help the mentor address issues that could be important to the mentee.
- It was proposed that the mentoring committee would look at how different types of pairing between mentors/mentees should take place, establish goals for the program, and evaluate the success of the program's goals. The committee could assess the different types of mentoring programs at different universities to benchmark.
- It was noted that someone is creating a spreadsheet of possible mentoring pairs.
- The committee was mentorship committee created. Members are Elizabeth Umphress, Stephanie Payne, Marisol Perez, Mindy Bergman, Mary Meagher, Val Coleman, and Wyoma van Duinkerken.

VIII. Officer Elections

- Ginger sent an email to the WFN executive committee asking for interest in being WFN Officers for the next academic year (2010-2011). Ginger heard from Dominique that she agreed to be secretary next year, and Lori indicated that she agreed to be treasurer. Ginger mentioned that Elizabeth agreed to run for president. Ginger noted that the

position of vice president was important because that individual took on duties and helped the president. Wyoma agreed to run for vice president.

- There was a motion for the WFN Officers to include: president – Elizabeth, vice president – Wyoma, secretary – Dominique, and treasurer – Lori. The motion passed with a unanimous vote.

Meeting adjourned approximately 4:40 p.m.