


|  |  |
|--|--|
|  <p>TEXAS A&amp;M UNIVERSITY<br/><b>Women's</b><br/>Faculty Network</p> | <p align="center"><b>Women's Faculty Network</b></p> <p align="center"><b>WFN Executive Committee Meeting</b><br/><b>October 8, 2010</b><br/><b>2:00 – 3:00pm</b><br/><b>Room 408</b><br/><b>Annex Library</b></p> |
|--|--|

### Meeting Minutes Approved

Meeting called to order at approximately 2 p.m.

Members Present: Elizabeth Umphress, Ginger Carney, Dominique Chlup, Chanda Elbert, Nancy Klein, Veronica Sanchez, Sarah Fulton, Lori Taylor

- I. Introductions
- II. Approve May 26, 2010 minutes & September 15, 2010 WFN Executive Committee Meeting Minutes—motion called unanimous vote to approve both sets of minutes
- III. Mentoring Update – Stephanie Payne—not present
- IV. Financial Update – Lori Taylor
  - The report [handout] is an accounting of only the activity that went through our account. There are other things that didn't go through our account, and we don't know what they were. Overall, we have \$500 more in our account than we did last year this time. We normally don't know the amount spent on New Faculty Reception. For instance, we can't tell if travel speakers amount is allocated out of our account.
  - Ginger Carney informed us that this year asked the Dean of Faculties office (Antonio) for \$2500 for speaker; this is addition to other monies associated with the fall speaker. Lori reported it is always a surprise how much money is in DOF account in May because they just keep all the piles of money in the same account, so we don't know until May how much money the WFN has specifically. Elizabeth mentioned she is meeting with Antonio next week to ask for a staff person to be assigned to us to handle these types of accounting issues.
  - Lori explained that we have miscellaneous amounts in various accounts. For instance, the organized research account was to assist in paying the salary for a program aid; there has been no activity on this account since Lori became treasurer.
- V. Fall Luncheon Planning (October 21<sup>st</sup>)—
  - 17 people have RSVPed. We told the caterer 100 people. We normally get close to that figure by having a discount for graduate students. Discussion better to offer the graduate student discount to keep our head count closer to 100 than to have our head count drop and have to pay more per plate. Decided to offer discounted plate--\$10—for graduate students. Question posed, “Do we want to offer the discount for both postdocs and graduate students?” Decided yes to charge \$10 a plate to both grad students and postdocs.
  - Chanda presented the program for review. Edits were shared with her: Elizabeth is doing the Welcome. Ginger is doing the introduction of the speaker.

- Individuals volunteered to meet with Dr. Charol Shakeshaft for breakfast and 2 dinners. Since Charol requested to meet with the Education Leadership folks, Dominique volunteered to contact Mario Torres, head of the Educational Administration K-12 program, to see who might be interested in meeting with Charol during her visit.

VI. Updates about Coffees/ Additional Coffees

- Mentoring graduate students and post docs (to be hosted in the Fall by Kelli Peck Parrot and Wyoma van Duinkerken) Both Kelli and Wyoma were unable to attend this WFN meeting, so no update. We do need the date to advertise at the fall luncheon [November 8, 2010].
- Financial advisor (to be hosted in Spring by Louise Abbot)
- Appropriate service and how to say “no” (to be hosted in spring by Nancy Klein and Mary Beth Hueste)
- Discussion regarding the fact that it was mentioned at the last meeting the possibility of having a brown bag about understanding the situation at A&M. This led to a discussion that the Spring luncheon ends up being so negative—e.g. repeatedly addressing the fact that we are not getting a day care center, etc. Elizabeth and Ginger posed to the group that we need to talk about what can we do instead?
- Discussion highlighted that we need to keep as a part of the luncheon the mentioning of newly promoted faculty and the presenting of the mentoring award. Invite the administrators, but what role should they play? Lori Taylor suggested we ask the new Provost to do a research talk.
- Other topic ideas included: Look for women on campus to give a panel. Could try and leverage the Advance grant—would be positive to discuss grant, which is a \$3.5 million award over 5 years and the advantages of the grant. Sarah Fulton asked do they ever give a report on the status of the women. And what are the strategies to meet the challenges that women on campus are facing? Ginger Carney let the group know that Karan Watson gave a report like that two years ago at the New Faculty reception—it was awkward as the Galveston men were present and the “pep talk” component didn’t necessarily go over well.
- Elizabeth shared with us a handout containing some numbers on TAMU vs UT in terms of Gender Gap, promotion and attrition gap, and salary gap. We could include these numbers in the pamphlet that we distribute at the Spring luncheon. It was suggested that if we want to use these numbers, then we need to break them down by college and rank within college. Also useful to show change over time, are we making progress or are we backsliding? This is the kind of stuff Elizabeth would like to see us working on, identifying the problem and figuring out how to address it. If can’t negotiate salary in this climate, what can you negotiate? Not differential in promotion and tenure, it’s who prepares a packet and who leaves before putting in a packet. Are they counseled out and/or are they lured away? Getting over modesty—we are socialized to not discuss our accomplishments. How do we self-promote? Elizabeth willing to talk about how to negotiate and not be a nice girl. “How to be a Brazen Hussy”—a great talk people would come to. We need to come back to this discussion. Discussion from the group that we would want to look at the research in this area.

VII. Webpage Committee—

- Lori is managing the webpage. Need to champion women on the webpage. If we were to brag on each other, that would be away to do this. Put the press release on the website for the Advance Grant. And feature the women who win the mentoring award—Sherry Yennello is the newest recipient. Did we ever put our new Distinguished Professor—Marietta online? No.
- Discussed that in addition to getting information from department heads, as we individually hear about women in our department can let Lori know about it and her assistant Heather can write a blurb—Elizabeth will send this out in an email. Need to update the webpage with new members of the WFN steering committee.

VIII. Listserve Content Discussion –

- What content area should the WFN advertise via the listserv? Elizabeth would like the group to come to a consensus on what to post. This has come up as organizations on campus want things advertised to our group. We don't use them to advertise our events. Is it helpful for people to know for PD about other events? Decided we can put it on the website under a category of "other events to women" on the webpage as opposed to using the listserv.

Meeting adjourned approximately 3 p.m.