

Chancellor's Commission on Women

Meeting Minutes – August 28, 2018

- Approved roster.
- Approved Anna Zajicek for Chair.
- Approved April Taylor for Vice Chair.
- Approved Amber Duncan for Secretary.
- Reviewed mission and charge of the commission:
 - Founded 9 years ago.
 - Advocated for a number of issues including lactation, child care/elder care, maternity/paternity leave.
 - Provides spring event – Lunch and learn last year on negotiation had a larger registration.
 - We always survey those that participate in the event.
 - Provide resources on the website and meeting documents going back 2011 as well as the bylaws and formal reports.
 - Website is uawomen.uark.edu.
 - Examples of past activities: elder care, child care, work life balance presentation, negotiation skills.
 - Need strong student participation in our events; how can we make it more relevant for students, mentoring, networking and opportunities to engage with other women on campus, doing a better job of coordinating campus efforts; knowing and supporting events focused on women. We need to share info about activities that appeal to women faculty, staff and students.
- May meeting minutes approved.
- Thoughts about priorities or goals for the year:
 - Should we continue to same process of a spring event; possible fall event.
 - Feedback from last year's event was overwhelmingly positive.
 - Men are also invited.
 - There is a small budget available; typically covers lunch for about 100 people and small honorarium. But we can reach out to other leaders across campus to ask them to contribute.
 - Possible focus areas:
 - AR listed in Washington Post as the most sexist state in the US.
 - teamwork as values, ideas, and how we come together versus task work.
 - Open conversation or speaker to talk about the subtleties of sexist behaviors and sexual harassment and the continuum of behaviors and practices.
 - Do something statewide and partner with or present a case for a governor's commission.
 - Maternity Issues; automatic teach release for child birth, adoption etc. The lack of maternity leave hinders our ability to compete in hiring many women.
 - Question about our feedback loop to Chancellor and HR – we do have access to the Chancellor via Laura and Provost via Yvette. We often meet with the Chancellor at the end.

- Idea of breaking into sub-committees that work on a couple of different issues making sure the topic is relevant to faculty, staff and students (undergrad and grad).
- We should be inclusive in all of the membership.
- Augment activities of committee with activities of Diversity & Inclusion to do something together to create more visibility and support D & I work.
- Concern raised of increased examples of subtle experiences; learning how to navigate that, address this and providing support.
- Bystander intervention to deal with micro aggressions and how to deal with it from the perspective of observers and well as the person being micro-aggressed against. Perhaps a speaker who can address this from a variety of perspectives and think about it intersectionality (age, gender, race class etc.).
- Ideas of tracks (faculty, staff, students) or topic tracks (ally, self-advocating).
- Be inclusive, engage men in the process of change.
- Maternity is a challenge for recruitment, retention, matriculation, and advancement and promotion this impacts faculty staff and students
 - Amber will ask Debbie for updates from an HR standpoint. Maternity/paternity is a topic of conversation – looking at SEC/Benchmark institutions.
 - Anna is on the APT committee; they are updating the faculty handbook and are discussing the issues of a policy that grants tenure leave; some members are thinking of automatic leave.
- Suggestion for conducting focus groups or doing research in the fall focusing on micro-aggressions, bystander and harassment.
- Several events in the fall geared towards students to build capacity towards the larger spring event.
- Fall event – A panel discussion involving students to be held in October. To hear from the women leaders on campus and what they are doing to cope with the challenges they face.
 - Collaborating with OSA (Office for Students).
 - Collaboration with Greek Life's nationwide event.
 - Idea of students taking the lead in identifying issues that we can all engage around.
 - Integrating our student athletes into the conversation.
 - Students will lead the subcommittee and Erica will be the contact for the student athletes.
 - Students will meet to prepare a proposal to present to the full group on Sept 18. The decided theme of Empowering Women.
 - Tentative date to schedule the fall event is the last week in Oct.
 - This group aligns with diversity and inclusion and the idea of recruiting more women faculty and staff and matriculation and success of women students.
 - Faculty and staff Subcommittee members are, Theresa Parrish, Lauren Greenlee, Anna Zajicek, and Yvette Murphy-Erby.

- Spring event during Women's History Month. Set date during the next meeting.
- Laura Jacobs will set up the next two meetings.
- Meeting adjourned at 5:21 pm