

**Women's Faculty Council General Meeting—Minutes  
October 2, 2019 @ 2:30, Classroom Building 106B**

Attending:

Officers

**Kim Loeffert**, Chair

**Tracy Quan**, Vice Chair

**Erin Dyke**, Treasurer

**Awilda Rodriguez Carrion**, Faculty Council Liaison

**Steph Link**, Immediate Past Chair

Members:

Sarah Milligan

Isabel Alvarez-Sancho

Kay Bjornen

Gemmy Moon

Jami Fullerton

Rochelle Cassidy

Shirley Evans

Mary Towner

Laura Talbott-Clark

Farshid Jahanshahi

Regrets: **Madison Chartier**, Secretary

*Minutes for this meeting were taken by **Tracy Quan**, Vice Chair, with additional notes by **Erin Dyke**, Treasurer.*

Guest Speaker: **Dr. Jeanette Mendez**

**Agenda:**

1. Approval of the Minutes
2. Announcements
3. Committee Reports
4. Unfinished Business
5. New Business
6. Treasurer's Report
7. Guest Speaker

Approval of the Minutes

The minutes of the previous meeting were approved as written.

### Announcements

- Awilda gave a brief report on the general faculty meeting in the McKnight Center. The speaker was Kristy Hawkins, who is in charge of the Diversity Ledger.
- The OSU Symphony is having an upcoming all women composer concert. They symphony is also aiming to have a 50/50 men/women composer split by 2020.

### Committee Reports

#### *WFC Faculty Award Committee (Kay Bjornen):*

- We are open for submissions, which are due 10/15.

#### *Student Research Awards (Sarah Milligan):*

- We will start fundraising from the OSU colleges next month.
- We want WFC members to promote the awards to a broad range of students, along with the undergraduate leadership award.
- We are looking for help with reviewing applications.
- We should invite all applicants to the April award ceremony, not just the awardees.

### Unfinished Business

None.

### New Business

#### *WFC Fundraising*

- We are actively fundraising for the WFC, particularly to support social events and invited speakers.
- Sanaa El-Sayed is one of these speakers we would like to support. She will be visiting in January.

#### *Inclusive Language (delivered by Erin Dyke)*

- The language we use has an impact, and we need to consider deliberately using more intersectional and inclusive language with regards to WFC (and general life). For example, male/female terminology reflects biological gender, and therefore, using men/women would be more appropriate when talking of gender in a social sense, which is the WFC's area of representation. We need to think about who WFC is for, whose experiences are represented, and the need to be stronger advocates for all who identify as women.
- In the future, we will start thinking about ways to address language and diversity issues (e.g., gender check boxes on applications, Banner's inability to designate anything other than binary gender).

#### *Next WFC General Meeting*

- Guest speaker Dr. Melanie Wilcox will speak about her research on understanding students' experiences and struggles with social class and intersecting identity-related trauma.

#### Treasurer's Report (Erin Dyke)

The budget remains the same as it was last month.

- \$1600 in the Institutional Diversity account
- \$6000 in the Foundation account

#### Guest Speaker: *Dr. Jeanette Mendez, Vice Provost for Undergraduate Education*

- Dr. Mendez used her personal academic life story to illustrate her lessons on leadership:
  - saying 'yes' to opportunities and trying them out;
  - how to bring up issues and be heard;
  - being the type of leader you would like to work for;
  - how to use your voice to change a place that's slow to change and to work within a system; and
  - being intentional with your time and priorities.
- Dr. Mendez noted that each step up in Administration had a steep learning curve, some of which were gender-based and some not.
- She also noted the need to take a closer look at seeming disparities in CVs/resumes when considering women for leadership positions, given that many women and people of color tend to be recruited to leadership positions earlier in their academic careers.