

WFC meeting Sept. 28

Sarah Milligan leads in Smita Mohanty's absence.

Provost meeting with WFC officers:

- We mentioned some ideas that we want to revisit from previous years, such as research week speakers, subsidized childcare, and analysis of salary demographics; he broached potential solutions and possibility of doing further work
- Cynthia Ippoliti is Chair for the WFC committee of delegates advising the Provost
- Provost spoke about NSF advance project headed by Dr. Van Delinder; looking for transformation at the institutional scale
- preliminary results from the recent COACHE survey might need input from WFC.

Faculty council report (Stephanie Link):

- Discussed research week plans, still waiting for decision on final format
- Some events in the department of wellness (cooking school, wellness quest, full plate living, etc.) that might be of interest to members of the WFC
- OSU is pushing for people to fly out of Stillwater, are offering \$100 travel reimbursement to the department for travel out of Stillwater airport.

Smita has scheduled a meeting with VPR in Oct.,

- She will invite him to attend the Nov. 28th meeting
- Suggested topics to bring up with VPR: women's research database for the campus to disseminate information about women's research projects and specialties (Mary Larson as contact?)

Other projects:

- improve support and mentoring for women; more at Oct. 24th meeting with Dr. Van Delinder
 - o Some possibilities that WFC might be involved with: brainstorming session at ITLE with regards to workshops and seminar programming; Help develop mentoring and support initiatives; ask Dr. Van Delinder what things that WFC can do to enhance the ADVANCE proposal
- investigation of salary related issues related to tenure and promotion,
 - o OSU may have the data but need to sit down and analyze it
- daycare at OSU for grad students and faculty
 - o previous arrangement had almost been finalized but fell through; need is still there for quality of life, especially for graduate school students, and faculty recruitment and retention
 - o previous arrangement was for reserved spots for OSU students/faculty at a reduced rate; is this still the plan?

- will probably need to do some new data collection; do we need greater membership to really put some effort into it? Should we push it up to faculty council?
- nomination of panel to nominate women for awards;
 - Dr. Estella Atekwana wants to do a workshop on nominating and advocating for women as a panel discussion; we could cohost with ITLE/Chris Ormsbee
- Other workshop requests? Ideally, could do 1-2 workshops per semester.
 - Teaching while female discussion follow-up, would discuss how to deal with evaluations, classroom conduct, etc.
 - Generational issues-care of children and elderly
 - Dual careers, trailing spouses, partners that are both professionals
 - workshop/panel discussion on how to mentor women
 - request two a year with ITLE, at this point Estella's advancement of women in academia, plus another one
 - Tracy and Sarah will consult with Chris Ormsbee at ITLE; if we co-promote would advertise the WFC as well
- Having a social meeting or another book club discussion
 - Some event where the goal is to meet and chat with people on a more social level, not necessarily a formal panel. Perhaps a scenario with multiple small-group topics that people could rotate between?
 - Mommy PhD book club last spring evolved into a support and social group on Facebook after the semester—could we repeat, or replicate with another book for non-parents? Possible topics include leadership, time management, or mentorship. ITLE may be willing to co-sponsor again.

Research week speaker:

- Linda has list of speakers who are researching women in leadership
- If provost says no money for research week, can do something smaller and more local for research week, maybe have Dr. Estella Atekwana's panel during this period?
- Would like to determine this by Nov meeting depending on what Smita learns from her meeting with the Provost

Research awards

- need committee and chair to review and organize; spring semester intensive
- last year got 90+ applications; Mary has previous list of reviewers and advisors for previous awardees
- first step: Smita needs to send letters to request money from Colleges
- Re: scholarship money- need to check to see if we have enough money to award a scholarship and determine amount

Need to increase membership and visibility of the WFC

- Want to put a spotlight on women at OSU: stories of success, pictures of them doing work, etc.; could we do as part of an oral history project with the

library? Let people know that we are looking for ways to get our stories out-Humans of NY style

- if we sponsor/promote these stories that will give us recognition and promote our mission
- What is available for social media activities? Are there some currently produced things that we can tap into? Strategic and mass communications students looking for projects?
- Important thing would be to define some big picture issues or activities, then create a plan to accomplish these goals.

Family-friendly scheduling

- Departments sometimes have research/networking presentations in the late afternoon/early evening (5-7pm). Faculty who have family-related conflicts during these times find it difficult to attend and are often not given support within program to find a solution to this situation
- Open letter from Brown University Provost requests awareness regarding scheduling department events that may conflict with family and other issues; does not demand change but promotes awareness and scheduling flexibility
- Could WFC ask OSU's Provost to send a similar message to the Deans to forward to Departments?; agenda item to Cynthia Ippoliti?