

Joint Meeting Welfare and Research & Scholarship Councils Minutes
April 12, 2013 10 a.m., 226 Tigert

Attendees:	Rich Segal	Henry Frierson
Galia Hataav	Stephanie Gray	Paul Mueller
Deanna Pelfrey	Marie Zeglen	Alexandra Rudolph
Mindy Menn	Joy Chambers	Michelle Mack
Mirka Koro-Llungberg	Jen Hubbs	Monika Ardelt
Azra Bihorac	Chris Hass	

Deanna Pelfrey, Chair of Welfare Council, called the meeting to order at 10:02 am. She explained that it was decided to have a joint meeting because both councils are working on the same subject: Gender Equity. SCORS is researching gender equity in research and Welfare is looking at women and the tenure track.

Welfare Council approved March minutes.

Research and Scholarship Council approved March minutes.

Gender Equity– Azra Bihorac

Back in June, SCORS was asked to assess the status female faculty especially in research. The council wanted to investigate the attrition rate for women vs men. Azra asked Marie Zeglen and Stephanie Gray to present statistics on this subject.

- [Retention of Faculty Hires](#) - Marie Zeglen, Assistant Provost & Director, Institutional Planning
 - Marie looked at new faculty hired from 2005 – 2011.
 - Of note is that there is a 12% drop in retention rate for women from the first to second year after hired. Marie is not sure about the reason.
 - Marie tried to look at race/ethnicity however the numbers were too small to evaluate
 - Exit interviews are not centralized. Some are in Human Resources and others in the departments and colleges.
 - Marie suggested that in order to get more information and larger numbers to work with, the council should try and get a list of the women faculty who have left and survey the group.
- [Women and Minorities](#) – Stephanie Gray, Director, Sponsored Research
 - Stephanie tried to pull sets of data on graduate students and post docs. This was difficult as many graduate students are hired as OPS.
 - The longer the student stays at the institution the more likely they are to get grants
 - We graduate a lot of foreign graduate students
- What now?
 - It was decided to bring this information to Steering Committee. This information hasn't been reviewed in 10-15 years.
 - The council decided to present to Steering Committee
 - Now is the time to look at our situation with retention of women and minorities and make improvements where needed.
 - It costs the institution to hire faculty and then lose them
 - Suggestion: We should poll the department chairs to find out who the women and minorities left and what were the reasons.
 - What is happening at other institutions?
 - Suggestion: SCORS and Welfare should have another joint meeting in Fall 2013

Joint Meeting adjourned at 11:35 a.m.