

Women's Faculty Association General Membership Meeting
December 8, 2006
Minutes

The meeting was called to order at 1:10 pm by Merry Lindsey. The agenda was submitted, reviewed, and approved.

Science Expo 2006 – November 4, 2006

The WFA participated in this event with a table, games, and prizes utilizing questions from the American Heart Association. More than 1000 area high school students were in attendance at this successful event.

Bylaws

The Bylaws were reviewed and additional changes were suggested:

- Two standing committees were inadvertently omitted and need to be reinstated:
 - Science Fair Committee
 - WFA Leadership Awards Committee
- The “Public Relations/Networking/Newsletter/Website Committee” will be renamed to the “Public Relations Committee.”
- Discussion was held about the change in term length (from 2 years to 1 for each position), and the 1 year term will be continued.

Copies of the further revised Bylaws will be sent via email to the General Membership, and a vote will commence after two weeks. This will be done either electronically or in person at the January meeting.

Dues

After change in Bylaws, dues should be paid October 1 for membership October 1 through September 30. Those who paid on or after August 1, 2006 will only need to pay the difference for membership through September 30, 2007. The Membership form needs to be amended to reflect the change in dues amounts.

Solicitation of nominees

Two positions remain open, and nominees were invited: Vice President and Membership Committee Chair. No nominees were submitted.

Committee Reports

Public Relations Committee: Shivani Maffi, Committee Chair, reports that the website is progressing nicely. <http://webdev.uthscsa.edu/External/WFA/index.html>. With the help of Julenne Barshop, Shivani hopes to publish a Newsletter in January, 2007. A potential topic is “Interviewing Do’s and Don’ts,” and she requested other ideas and questions for future stories.

Career Development Committee: Sandra Burge, Committee Chair, has prepared a presentation on Mentoring which she will share with us today.

Science Fair Committee: No report at this time.

WFA Leadership Awards Committee: No report at this time.

Program Committee: This committee is still lacking a Chair as the Vice President position remains open. No report at this time.

Membership Committee: This committee is still lacking a Chair. No report at this time.

New Business:

Deb Wells, President of the Healthcare Businesswomen's Association (HBA), San Antonio Chapter, came to introduce us to her organization. HBA is a 30 year old international organization with 13 chapters, 50 members in San Antonio, and 3100 members worldwide. They have three goals which are 1) networking, 2) increasing industry knowledge, and 3) mentoring. The HBA bestows a Woman of the Year Award and hosts many programs. In January or February, they will host a talk on "Molecule to Boardroom." For further information, see www.hbanet.org or contact Deb at debwells@strokeguard.com.

The Executive Leadership in Academic Medicine program is enrolling now, and applications are due February 1, 2007. This program is open to Associate and Full Professors with a desire to enter Academic Medical Leadership. Interested members should speak with their Dean and Chairman. Further information is available at <http://www.drexelmed.edu/elam/home.html>

The American Association of Medical Colleges offers other leadership programs for women at earlier stages in their careers. <http://www.aamc.org/members/wim> The Early Career seminar occurs in July, and enrollment opens in February. The Mid Career seminar occurs in December, and enrollment opens in July.

Sandra Burge gave an excellent presentation on Mentoring. Key points included: understanding your role, setting goals with promotion and tenure in mind, identifying mentoring needs, and asking for mentorship. The entire presentation will be posted on the website soon.

The floor was opened for Discussion about Mentoring and other topics. Some thoughts included:

- It is difficult to get mentors and protégés "hooked up."
- This has been a priority at the University level for several years but a variety of challenges have made it extremely difficult.
- New faculty members often don't know where to start. Some departments assign mentors within the department. Some departments feel that "your boss is your mentor." It is important to be aware of the roles, goals, and perspectives of your various self-selected and otherwise-assigned mentors.
- New faculty orientation is often overwhelming for many.

- In the past, the University tried group orientations without success, partly because it was not well attended (Departments and Individuals did not see it as a priority).
- Semiannual seminars, like the P&T ones, were submitted as a possible alternative as mentoring and career needs change over time.
- The WFA should try to have a table of senior faculty available at the P&T workshops to offer assistance.
- The anticipated February WFA Program about Transgenerational Mentoring may also be helpful.
- Mentoring is now a legitimate addition to the CV which may make it easier for people to find mentors.
- Training for mentors and protégés may help. The benefits to mentors are often difficult to identify and are a “moving target.”
- Another potential program: “My kids are grown and in college, so now it’s my turn to focus on my career.”
- The post-doc, resident, and medical student communities could benefit from these programs as well because they often don’t know what they need.
- Some Departments offer annual CV review which can be very helpful.
- Everyone should meet at least annually with his/her Chair to review progress on promotion and tenure among other things.
- Another potential program: “Meeting with your Chairperson.” Topics could include how to ask for the meeting, what questions you should ask, goals for the meeting, etc. This information, along with other P&T tips, can be posted on our website.
- Clinical and Research departments often have very different goals; P&T requirements also often differ.
- Another potential program: “Negotiation and Assertiveness”
- Another potential program: “Business Skills”

The meeting was adjourned at 2:20 pm.

The next meeting is scheduled for 1 pm on January 12, 2006. The location will be determined.