

**Women's Faculty Association General Membership Meeting
May 9, 2008 Minutes**

The meeting was called to order at 1:00 pm by Laurel Copeland, WFA President.

Old Business:

No report at this time.

New Business:

Welcome

Laurel Copeland introduced herself as the WFA President. She welcomed everyone and announced that refreshments are available at the back of the room.

Announcements

Laurel Copeland encouraged everyone to visit the WFA website (www.uthscsa.edu/wfa) and stated the general meeting minutes are posted on the website.

The April 11, 2008 minutes were approved.

The leadership awards ceremony was held on May 5, 2008 from 4:00 to 5:30 p.m. in Room 1.463 at the School of Nursing building. There were five leadership award recipients from the five respective UTHSCSA schools and there were 5 junior high and high school student award winners from the Alamo Regional Science Fair.

Laurel stated she had been contacted by students who were interested in gaining the WFA support for the proposal of a 6 mile running trail on campus. This running trail would cost about one million dollars. Michael Black, Chief Operating Officer, is presently working on a comprehensive wellness plan that addresses a variety of initiatives which includes the running trail as well as an on-site child care center. His recommendation is to prioritize the initiatives as an institution and then work out the funding approach in order to get them executed.

Program

Laurel introduced today's topic "Career Perspectives: Questions In A Hat". A round table discussion ensued on the questions submitted by the WFA members. Questions asked related to salaries, promotion and tenure, process of changing departments, and the issue of handling family and a professional career.

Input regarding salaries included that the WFA website contains a link to the Association of American Medical Colleges website which has a 2006 report of academic faculty salaries. The salaries of faculty here on campus are public knowledge and can be accessed by anyone. Members stated this information is in the library and at one point had also been in the Dean's office of the Graduate School of Biomedical Sciences. The Faculty Senate has been working on a draft of a proposed faculty compensation plan, this document is available and can be viewed on the Faculty Senate website (<http://www.uthscsa.edu/facultygovt/>) or directly at [Proposed Faculty Compensation Plan.pdf](#) .

General discussion regarding the promotion and tenure process ensued. General comments regarding balancing a family life with career development included having a supportive

spouse/family, “can have it all if you are not doing it all”, and making personal choices regarding tenure versus non-tenure track that meet one’s family and career goals.

Committee Reports:

Public Relations Committee: No report at this time.

Career Development Committee: No report at this time.

Science Fair Committee: No report at this time.

WFA Leadership Awards Committee: No report at this time.

Program Committee: No report at this time.

Membership Committee: No report at this time.

The meeting was adjourned at 2:00 pm.

The next meeting is scheduled for June 13, 2008, 1:00-2:00pm, room 2.042