

Faculty Meeting  
March 6, 2017  
AHC 4-402 MMC and AC1-319, BBC

### Minutes

#### Faculty introductions:

Present at MMC: Yesim Darici (CWGS and Physics), Dorothy Contiguglia (COM), Heidi Von Harscher (COM), Suzanna Rose (AWED), Kristen Wood (History), Leslie Frazier (Psychology), Melissa McCartney (STEM/Biology), Suzanne Koptur (Biology), Celine LeBoeuf (Philosophy), Elisa Trucco (Psychology), Nicole Fava (Social Work), Cheryl Brewster (COM), Suman Kakar (Criminal Justice), Susanne Zwingel (International Relations), Ellen Cohn (Criminal Justice), Mohammad Alkadry (Public Administration), Valerie Patterson (Public Administration), Wang (Engineering), Judith Bernier (Labor Center), Alpesh Patel (Art/Art History), Jaroslava Miksovska (Chemistry), Michaela Moura-Kocoglu (CWGS), Ellen Cohn (Criminal Justice), Vicki Burns (CWGS), Gisela Vega (Multicultural Programs), Tamara Gonzalez (CWGS – Program Coordinator), Allison Sardinias (CWGS GA), Jessy Abouarab (CWGS GA), Sandy Skelaney (CWGS)

Present at BBC: Meredith Morgan (Women's Center)

#### Director's Announcements:

**Dr. Darici:** We have Dean Bill Anderson, he will say a few words, and then he may have to leave after answering your questions if you have any. If you do not have any, he will not be disappointed.

**Dean Anderson:** Thank you, I'll make it short, I apologize the Dean is not here, he's flying back for the Pacific, Central Pacific he was flying more than on the ground for what they were doing, literally in the middle of the Pacific is what we were told. So in conversations with the provost's office and Suzanna's office and a few other groups we were thinking about what was best to move forward with some form of an advisory committee and I think if you know how the provost works, there's always a committee, we are academics it's how it works shall we say. This initial committee does not necessarily have to be fixed, this is just an attempt to initialize and then as we move forward the provost will assign an executive committee, which will also look at the issues. So should we announce the members right now?

**Dr. Darici:** Yes, there are three.

**Dean Anderson:** So I would like to thank the members, which are three: Celine LeBoeuf, Kristen Wood, Leslie Frazier and Ana Luszczynska?

**Dr. Darici:** Ana canceled at the last minute.

**Dean Anderson:** Now obviously there are other colleges too since they expanded, this is just a starting point for looking at the future and how we can start a course and make some recommendations within the administration. That was all the goal was. And the executive board would include Deans later because depending on what happens we would have a buy in from all the other colleges.

**Dr. Darici:** So any questions to Dean Anderson?

**Dr. Rose:** I just wanted to comment that the executive committee is a good idea because since so many in the Women's and Gender Studies don't institutionally have a support center, everyone's not a college anymore we have to figure out how to handle that.

**Dean Anderson:** And that's why the executive director has got to, in my opinion, has got to be deans from all colleges actually.

**Dr. Darici:** Yes that will help Dorothy from Medical School, her Dean should acknowledge her service or what she does for the center that goes for Kristen, etc. and also you know money wise we need money from other colleges, this is a university wide center cannot be only CASE's responsible whichever way you look at it.

**Dean Anderson:** We have many example of centers that come across colleges and units, so this is nothing abnormal, it's extremely normal.

**Dr. Darici:** Kristen had a question?

**Dr. Wood:** I suddenly got confused with the language of executive committee and advisory board so can you clarify for us? Which is existing right now? Which one am I on? And what are the charges?

**Dean Anderson:** The committee you are on and the first meeting we will have the Dean come and talk about the ideas and what would be the future and how to chart a course

**Dr. Wood:** So is the advisory board related to the executive committee in a particular way? That's what I didn't get.

**Dr. Darici:** No, they will work at some point together but the executive board will be consisted of deans, initially a few deans who are heavily involved, whose faculty are heavily involved and that will expand slowly because I don't think that we will even if the provost would allow that we can't have buy ins from all the deans at once.

**Dr. Brewster:** Excuse me and there's an external community board as well right?

**Dr. Darici:** Well, that one we have but that one also will be more about donors or active participants with FIU and the center, but advisory board will have a say in everything.

**Dr. Brewster:** Ok. So you're still building the community advisory board?

**Dr. Darici:** yes, if you have any suggestions please let me know.

**Dr. Brewster:** Ok. Ok great thanks.

**Dr. Darici:** Would you like to introduce yourself?

**Dr. Darici:** thank you. So any other questions? Thank you for coming.

**Dean Anderson:** Thank you and I apologize that the Dean is not here. I will let you be at peace.

**Dr. Darici:** Thank you.

**Dean Anderson:** Whatever the buy in is its important as Suzanna said to have the executive director make sure everyone's on the same page. Thank you so much, bye guys.

**Dr. Darici:** Ok, so let's continue. Director's announcements: would you please every now and then visit the webpage and look at the events we have fantastic events, we blow our horn every now and then on how great we are doing but please go ahead and look at it. Since all of our events are on our webpage, I am not going to go one by one. But I just want to say that we were very involved with the Women's Rally of South Florida at the Bayfront Park. Sandy Skelaney was on the committee and organized the speakers. Thank you Sandy. It was a dream of mine to talk at a rally like that, but I got a cold and lost my voice. Michaela and Sandy, did a great job. On February 14, we had a touching event including one of our alumni, Associate Director of Miami Human Rights Watch. Always ask people if they are FIU alumni, you will always be surprised, 80% of the people I ask are FIU alumni. We had Northwestern Senior High school students perform. It was a fantastic and emotional event - I wanted to dance throughout that whole hour, it was so inspiring. So we also had a networking luncheon to launch the "Initiative for Gender Violence Prevention" it went very well. Sandy, the Program Director is here if you have any interests or would like more information. We are working on a webpage as well, so please be in touch and see which ways we can work together. Now this year is the 20<sup>th</sup> Anniversary of the BA program of CWGS, so what we are doing is we are having two events. One is with the help and leadership of Suzanne Zwingel, we are doing a panel "Women's Rights in Miami and another celebration will be during diversity week with the leadership of Leslie Frazier. Leslie came up with the idea from a PBS show called 100 women asked if we can have an FIU 100 women initiative, 10 women a year for 10 years.

**Dr. Darici:** Now we already have 4 or 5 women. We want women with inspiring stories, students, janitors, staff, anybody and everybody.

**Dr. Rose:** What about the unsung?

**Dr. Darici:** Yes especially at the beginning. But later on, we can consider others too, so please we don't know everyone's story. If you know or if you have a story, please let us know we still don't have 10 people.

Last year we had the 1st international women's congress in turkey which I worked on for three years. Sadly, there was a travel ban to turkey and I could not go. But everyone from Europe went, they had a fantastic time. The second one will be in Italy this September 27, 28, 29. It will be in Milan. Finally, the third annual conference will be at FIU in Miami so hopefully we will be very active in that one. Now we have wonderful news, Alkadry would you like to share. It is great to share our successes.

**Dr. Darici:** He received the 2017 Distinguished Award.

**Dr. Alkadry:** What can I say, I was very honored and happy to have received that. For research. Its gender related and then wrapped into social equity.

**Dr. Darici:** Significant to a woman's role in public administration and making an impact through research in women's life, so it's direct related to our mission, so congratulations.

**Dr. Alkadry:** Thank you.

**Dr. Darici:** We are always trying to reach women's related issues on campus; Michaela has been working on global indigenous issues with women. Michaela, would you like to say a few words?

**Dr. Moura:** Yes, I am a part of the global indigenous faculty and communications committee. It is a very active student organization, they have many events including one about the Dakota pipelines and they are working closely together with the Frost Museum. I don't know whether you have had a chance, they have a gorgeous exhibit on indigenous Australian art at the moment and they will have a lecture in March on indigenous women. Our student group will collaborate with them and we will put up a couple more events on indigenous women. While I am talking, I wanted to raise attention to the fact that we have a LinkedIn group for the center, some of you are already a part of that, but I encourage you to join because I post events, things that are going, especially for students and grads. I also do job postings there for them. Whatever you think is important you can email me or post it yourself on our LinkedIn group.

**Dr. Darici:** have you ever heard of in the company of women award in Miami Dade County? My good friend Suzy nominated me and I received the award in Science and technology. This Wednesday I will receive it. My office is the place if you want to nominate anyone let me know we will prepare it together and I will nominate you. This is a good thing we should do these things.

CWGS has three initiatives, Women in STEM, which we had a meeting last year and one in April. A lot of things came up in this meeting we are working on it already, April 12 we will have another woman's initiative we just talk about what we need to do to make life better for women in STEM, which is male dominated. One of the issues from last year is that they didn't have lactation rooms at FIU at all and Suzanna's working on it. Maybe she will give her office.

**Dr. Brewster:** We have one at the COM. We've had it for the past four years.

**Dr. Darici:** We do?

**Dr. Cohn:** Yes, but there needs to be more. You can't be going to COM every time. There should be something in GC.

**Dr. Darici:** So Sandy a few words about the initiative.

**Ms. Skelaney:** Yes, so we have a wonderful new initiative. It's really about advancing, cutting edge such as the works you are doing on gender violence and also bridging with the community and my background coming from sex trafficking. We want to be that bridge between academia and FIU and the community and get some good researches going on and getting grants.

**Dr. Darici:** She may be helpful if you're looking for grants, she has a lot of community behind her and a lot of organizations know her so it can be a very important component of your grant. So if you are interested just send her an email.

**Dr. Darici:** We have two student organizations that are doing wonderful they couldn't do better thanks to Jessy, Allison, and Michelle. She is our Alumni and she is working with Sandy in her office. They are very active. I saw the Miami Herald one day when Trump did the Muslim ban, and saw Allison Sardinas

from FIU on it at the Miami Airport rallying. And as Meredith mentioned we really want to be more active in north campus and we are not successful. Gisela knows, would you please introduce yourself.

**Ms. Vega:** I am Gisela Vega in charge of the LGBT at FIU I have a student here from Bowling Green shadowing me so if you want to introduce yourself.

**Pree:** Hi my name is Pree and as Gisela said I will be working with here and I am very excited to be here.

**Ms. Vega:** Just to let you know very quickly I do have information about our Pride Parade and I also have information about the world out games I don't know if you folks are familiar with that but they have a component of that that is a human rights conference, I can let Yesim know and pass it around to whoever else is interested.

**Dr. Darici:** For sure thank you. I was just saying I want to be more active in BBC campus and with those efforts Meredith will be teaching a course and will hopefully be an advisor helping us be more active and Gisela is on campus twice a week. So now, we will have two courses being offered at BBC, we will also have advising which is very good, and if you have any other ideas please let me know. Good news - we will have our leadership institute faculty which has always been extremely successful, May 5<sup>th</sup> mark your calendars, Suzanna has been the organizer for many years. 10 years?

**Dr. Rose:** I would really encourage you to put that in your calendars and save the date, we will have some speakers from the association of women and science communication workshop. I talked to several faculty members and they said they really wanted to talk about strategies too and we can have a working lunch where we can think about where we want to go next because this network that has happened at this conference has helped us with policy changes. It helped get this office established, it helped us get the National Science Foundation Grant and I think we are a force to be reckoned with when we work together and just knowing to step to that. So it is very heartwarming to see so many people here all from separate networks because that unity will help us together towards our common goal. I hope to see you on May 5<sup>th</sup>.

**Dr. Darici:** Yes I can't express how many great faculty, student work came out of those networking.

**Dr. Rose:** Yes it was through those networking events that the problems with tenure came up and made me talk to the provost about its tenure track that women have a stop clock here and shouldn't be evaluated and the tenure said so. This is all because we don't want women or men to be penalized by medical leave. We also included a letter with a policy change so that those for tenure are because we thought they were ready and evaluate their body of work only.

**Dr. Darici:** Also at these luncheons, we always asked what changes would you like to see because every department is different, but when we work together we have a very strong voice, I mean stronger than you think and I've seen it on the faces of people higher up.

**Dr. Rose:** There's a faculty satisfaction survey and it's very important for you to fill it out. The Provost takes it very seriously that how we got the mentoring program because of this survey and I hear many things can come up depending on your response and our rate is very low compared to other universities. It can make a difference and also it evaluates us compared to other peer institutions and also puts pressure on us if we are low.

**Dr. Wood:** It's a long survey but you can save it a comeback to it.

**Dr. Koptur:** You don't even have to save it you can just stop and it stays.

**Dr. Rose:** It really is a great way to have your voice be heard and make a change, and no administrators are allowed to participate it really is just Faculty, its only 10 year faculty right now.

**Dr. Darici:** And our office will be having an open house hopefully there will be wine sometime in April and the second thing Justin grant from English Department is teaching now , what is the course?

**Grant:** So I'm teaching a course right now called Queer Rhetoric so it's a small workshop course where investigating queer theory to facilitate queer discourse, queer experience, for example we are doing trauma theory now so we are reading Leslie Fienberg's "Stonebridge Blues" for some trauma in identity function and things like that.

**Dr. Darici:** And we are planning to make it a course soon and we are planning to do intro to transgender, which is a totally new course, which is we think needed and I think our students don't have anything like that so he is working on that maybe he will teach it in the Fall just as an experimental course but it will be in the books the year after.

**Grant:** Yes, the goal is to make it interdisciplinary as well so students across the social sciences can take it.

**Dr. Darici:** And we have a queer certificate at the center, I asked him beggingly, and he accepted that he would be in charge of the queer certificate. Thank you Justin and we are very happy to have you join our faculty, thank you. March 13 is the deadline for Elaine Gordon Scholarship, very good scholarship it gives \$3,000 sometimes \$3,500 that is a good amount the only qualifications really is the student must do certificate or a degree in the center. Please tell your students that doing or getting a certificate at the center is very very easy, please tell in your classes, if they plan with no effort, they get the certificate and it makes a big difference in their job marketability.

**Dr. Alpesh:** Yes, we are working with Ganesh for a conference and gender studies and we want to do more of that and realized that there are a lot of mechanisms in which we can do that.

**Dr. Darici:** Thank you for doing that. It's good for our students to see our departments overlapping for this subject. So, any comments? I am done, any comments. Any suggestions please new business.

**Dr. Zwingel:** Yes, well maybe I should have asked this earlier but I am still not clear on what the advisory board with be doing. Is it about curriculum or research we will be doing together?

**Dr. Darici:** Ok, I will tell you what I know they have an advisory board now that this is formed by the Dean of CAS he will meet with you guys, this advisory board will advise me and decide the direction of the center in the future you know so it can be anything and everything. With what you are saying it can be curriculum, it can the direction, you know the direction of the center where do we want to go where do we want to be in the next five years so that includes anything really.

**Dr. Rose:** Another thing about its structure is that it is not fully institutionalized.

**Dr. Darici:** Thank you for coming and see you next meeting.