The meeting was called to order at 1:03 pm by Merry Lindsey. The minutes from the prior meeting and current agenda were submitted, reviewed, and approved.

**Dues and Membership**
Merry Lindsey reminded attendees about dues and membership forms which were available.

** Solicitation of nominees**
Two positions remain open, and nominees were invited: Vice President and Membership Committee Chair. Laurel Copeland expressed an interest.

**Bylaws**
The revised Bylaws have been approved.

**UTHSCSA Committee for On-Site Daycare**
Jan Williams was unavailable for a personal report, but she sent an update. The group is putting together a packet of letters from different campus organizations, including WFA, which will ultimately be submitted to Dr Cigarroa. The WFA is planning to participate.

**Committee Reports**
- **Public Relations Committee**: Shivani Maffi, Committee Chair, reports that she has encountered unexpected delays in website development. She hopes that is will be up and running in the coming weeks. Shivani again invited submissions of links, articles, etc.
- **Career Development Committee**: No report at this time.
- **Science Fair Committee**: Amrita Kamat, Committee Co-Chair, reports that judge solicitation will begin soon.
- **WFA Leadership Awards Committee**: Lynette Daws and Alice Gong, Committee Co-Chairs, announced that WFA will be posting a call for applicants in February or March. An early May Awards Program is anticipated but yet to be scheduled. Questions were raised as to whether or not we should continue to limit awards recipients to female students. Consensus is that at this point, the awards will be exclusively for female students as the WFA’s mission is, in part, to promote female leadership in this institution. This topic may be reconsidered in the future.
- **Program Committee**: This committee is still lacking a Chair as the Vice President position remains open. However, the program schedule for the coming year was established by the Executive Committee at their last meeting. This was shared with the
General Membership, and there were no objections. Meetings and programs are scheduled for the second Friday of each month in room 2.0142.

March 9, 2007       The eCV
April 13, 2007      Annual Reviews and Talking to your Chairperson
May 11, 2007       Networking
June 8, 2007       Managing People
July 13, 2007       Childcare and an Academic Career
August 10, 2007    The Sandwich Generation
September 14, 2007  Annual Meet and Greet (& vote on new officers)
October 12, 2007   Knowing What You Want

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

New Business:
Southern Regional Professional Development Conference for Women in Medicine and Research, March 30-April 1 in Houston, Texas.
On behalf of the WFA, Merry Lindsey has asked the Deans to fund 5 slots each for women to attend. The Dean Kalkwarf from the Dental School has agreed, and 2 slots remain unfilled at this time. For the Medical School, Dean Henrich has reported that this is the responsibility of the Department Chairpersons, and he will leave it up to them. Allied Health, Nursing, and the Graduate School Deans have not made any commitments. WFA members are encouraged to look into attending this conference. Group travel arrangements will be coordinated.

AAMC Early Career Women Faculty Professional Development Seminar, July 7-10 in Washington, DC
Attendees were encouraged to apply. Amy Bowles reported that some specialty organizations (AAPM&R for example), may have scholarships available for faculty to attend this conference. She attended and felt that it was extremely helpful.

WFA and HBA
A joint program is being planned for April. Discussions are ongoing, and further details will follow.

Las Americas Letters at St. Mary’s University, March 8-10 in San Antonio
This is a Latina letters conference which will highlight poetry, literature, and art. Those interested should contact Merry Lindsey or Janet Williams.

Program: Tenure vs Non-Tenure: What’s all the Fuss?
Sandra Burge gave an excellent talk on this topic. Handouts included checklists that the Promotion and Tenure committee uses in evaluating faculty for promotion. She reviewed the historical background of tenure which was instituted in order to protect academic freedoms. It is a way for universities to recognize the value of faculty and make a commitment to faculty work. To achieve tenure at UTHSCSA, one must demonstrate excellence in two of the three core missions (research, education, and service). Faculty
members have 9 years in which to do this which is an unusually long “time clock” and consequently not adjusted for maternity/paternity leave. Tenure is more prestigious and offers more protections than non-tenure faculty have. There is no salary obligation or commitment that goes along with awarding tenure. Faculty who are non-tenure track applying for promotion must excel in one of the three areas, and there are no specific time constraints. Dr Burge gave concrete examples of ways to excel (and ways to document excellence) in the three missions. In addition, she shared tips for gaining opportunities as well as recognition for participation in these areas. A discussion followed, and many questions were answered.

The meeting was adjourned at 2:00 pm.
The next meeting is scheduled for 1 pm on March 9, 2007 in room 2.042.