

NAEA Women's Caucus Board Meeting Minutes

April 15, 2010, 7:00-8:50 p.m. in Hilton Baltimore

Board Meeting: Women's Caucus Making a Difference

An open invitation to join WC board members to discuss the year's work, and special theme: negotiating tenure, promotion, and employment.

Read Diket (WC President) and Karen Keifer-Boyd (WC President-elect) chair the meeting.

Meeting Participants:

1. Jen Allchin jen.allchin@gmail.com
2. Caryl Church carylchurch@yahoo.com
3. Elizabeth Delacruz edelacru@illinois.edu (let's expand the WC web, resources, etc.)
4. Read Diket rdiket@c-gate.net
5. Heather Fountain fountain@kutztown.edu (more mentoring of younger women in the field)
6. Karen Keifer-Boyd kk-b@psu.edu
7. Lilly Lu lillylu26@gmail.com
8. Carrie Nordlund nordlund@kutztown.edu
9. Joanna Rees reesjoanna@hotmail.com
10. Pattie Tripunitara ptripunitara@yahoo.com
11. Christine Woywod cwoywod@hotmail.com
12. Julie L. Hovanec hovanec@kutztown.edu
13. Margie Manifold mmanifol@indiana.edu
14. Linda Neely lnelly@lander.edu
15. Wanda B. Knight wandabknight@aol.com
16. Pamela G. Taylor pgtaylor@vcu.edu (let's talk during the year too!)
17. Cynthia Bickley-Green bickleygreenc@ecu.edu (new ideas to carry us forward)
18. Sheri Klein kleinsheri353@gmail.com
19. Linda Hoepfner Poling lhoepfne@kent.edu
20. Dolores Eaton doloreseaton@gmail.com
21. Leah H. Morgan homested@dmrtc.net
22. Debbie Smith-[shank] debatart@niu.edu
23. Margaret Carsello mcarsello@comcast.net
24. Jessie Nathans jnathans@cesjds.com
25. Amy Pfeifer-Wunder wunder@kutztown.edu
26. Nicole Romanski romanski@kutztown.edu
27. Sharon Linnehan linnehan@erskine.edu
28. Julia Lindsey lindseja@muohio.edu

MEMBERSHIP PROCESS: New and renewals of WC membership can be done online during annual NAEA membership renewal with its drop down menu options. Consider selecting a lifetime membership.

LOBBY SESSION: Those who were unable to attend the 2010 WC Lobby session will have an opportunity to respond to the question "What is the image of a feminist in the field of art education today?" posed at the lobby session on Wednesday, April 14, 2010. Keifer-Boyd will transcribe the lobby session responses, seek permissions from the 40 people who recorded their responses to this question at the lobby session, and then with permissions granted, place the transcription on the WC website. An announcement when the transcript is posted online with a blog for additional commentary

and for those who did not attend to contribute their perspectives will be forthcoming via the WC website, an email to members, the WC facebook, and listserv. Executive director of NAEA, Deborah Reeve encourages submission of lobby session photos for the NAEA website. Diket suggests putting the lobby session photos on YouTube. Keifer-Boyd suggests creating a soundtrack of the recorded responses to the questions with the photos on YouTube edited to only include those in the photos and recorded who grant permission for this purpose.

WC HISTORY: Diket points out that the young people need to know the history of WC. Keifer-Boyd discussed the building of oral histories from past presidents speaking of their term in office. This VoiceThread recording project began in August 2009, along with the development of a WC history section on the WC website at <http://naeawc.net/history.html>

COURAGE AWARD: Sheri Klein proposes a WC Courage Award to honor those who challenge and/or change unjust practices and discrimination, persevere through personal and/or professional difficulties in ways that inspire others, use one's pedagogy, scholarship, and/or leadership practices as a pathway to change, social justice, and the eradication of discriminatory practices. Discussion involved what would such an award accomplish? How would a courage award empower the recipient to do what? Could a nationally recognized award provide leverage with tenure and promotion? Courage seemed to under lay much of what we as art education academics and professionals in teaching attempt and accomplish each day in those duties. People of courage do not necessarily perceive of themselves as courageous, and there are different situations that require courage and tenacity and we ought to see this award as open to a range of exemplars. Julia Lindsey suggests that Laura Chapman comes to mind when she thinks of courage as integrity, compassion, perseverance, resilience, risk taking, strength, tenacity, and resolution in the face of opposition as embodied through her work and the impact on people and the field of art education. Several others recounted how Dr. Chapman's scholarly example, political stamina, and recognition of courage in others had greatly influenced the field and them personally. Discussion moved to put forth a proposal to institute the Laura H. Chapman Courage Award, as a NAEA award named in her honor, and to present this award to Dr. Chapman at the 2011 NAEA convention in Seattle, which would then be given every 5 years with the nominations and vetting orchestrated by the NAEA Women's Caucus. Keifer-Boyd, as incoming WC President, will follow through on this proposal with Dr. Chapman, and if she agrees, with the NAEA Board.¹ Summary of the issues raised and ideas proposed concerning Sheri Klein's proposal for a courage award:

1. WC has too many awards so consider a NAEA award vetted by WC.
2. Propose that the award is made more special by being given every 5 years.
3. Name the award in honor of Laura Chapman.

AWARDS: Diket congratulates the 2010 awardees, invites all to attend the WC award presentations, and encourages nominations for 2011 WC awards. The awardees and process for nomination is listed in The NAEA WC President's Annual Report distributed to members at the meeting and on the WC website at <http://naeawc.net/awards.html>. Linda Hoeptner Poling encourages nominations for the Carrie Nordlund pre-K12 Feminist Pedagogy Award for 2011, since no nominations were received for this award in 2010.

¹ In May 2010, Laura Chapman respectfully declined that the proposed courage award be named in her honor, and asked that the proposed Laura H. Chapman Courage Award be tabled because the language/intent is too similar to other WC awards. She recommended that the WC work with the different art education affiliate and issue groups in a collaborative process to conceptualize an award that differs from other NAEA awards.

NOMINATIONS: Keifer-Boyd nominates Elizabeth Delacruz and Joanna Rees as incoming WC co-presidents elect. Both accept the nomination. The WC Executive Board sets the slate of nominees for a vote at the WC annual business meeting.

NEGOTIATING TENURE, PROMOTION, & EMPLOYMENT DISCUSSION: Member introductions take place by introducing oneself and asking a question, or making a comment, or giving advice regarding tenure, promotion, and employment in art education.

CONCERNS:

- My k-12 art teaching job is being cut and I am not sure what to do: pursue a degree, or look for another job.
- As an adjunct at a community college I experienced poor working conditions and disrespect for adjuncts.
- There will be more non-tenured positions and WC needs to be situated and poised to raise questions.
- “I just got tenure and am seeking full professor, which is a battle. It is the day-to-day stuff that makes it brutal. The way we treat each other.”
- In the UK there is a PhD in Fine Arts and art educators could be outsourced.
- Some art educations consider design employment as a threat to art education.
- I am working hard as assistant professor and wonder if I can have a family. I do not feel support for being a mother in academia.
- I just became a mom at 44 and am having an identity crisis. I do not feel like I have the mentors I need.
- It is not clear what the standards/criteria are to get tenure. There is pressure to document everything.
- I got tenure after being told my research could not include collaborative work.
- You have to work harder with co-publishing.
- Nothing has changed. The institutions have not changed. You have to try and change the system and not fight it. Look at the language on strategic institutional balance. We need to revise the system of promotion and tenure.

REQUESTS & IDEAS:

- There needs to be more mentoring that is reaching out and helping others.
- We need more connections/networking.
- Should we organize a WC conference?
- Let’s use Skype conferencing and Second Life for WC conferences, mentoring, networking, and meeting throughout the year.
- Networking is a powerful tool. I have conversations with people on Facebook that is a form of networking that makes you feel not so alone.
- I am glad the WC is addressing labor practices and discriminatory employment issues.
- We should use the lobby session for an experimental night.
- WC should address skill-building among its members.
- There is a need for capacity building.
- Data is needed on our working conditions, the institutions where we are working, and our salary. This is a problem that is different for art teachers. We need to get that snapshot.
- The WC president needs to write up what she actually did in this role beyond what is outlined in the bylaws at <http://naeawc.net/bylaws.html>

- I'd like to propose that the exhibition catalogue is used to help build resumes. The artwork needs to be juried in order to have an impact on the tenure process.
- A new vision of WC publishing is needed that responds to administrators who said working on The Report was low priority (and not to do it) and that publishing in peer-review research venues is high priority. Let's make the research strand of the WC website meet this criteria of peer-reviewed research.

ADVICE:

- Get a PhD degree and build your vita.
- The 2010 NAEA WC art exhibit has a lot of weight on my resume for tenure and promotion.
- Some of the strategies that proved beneficial in helping me achieve promotion and tenure involved developing a support network beyond the department and institution. Share your concerns in confidence with an ombuds, and ask for advice. When necessary, have the ombud accompany you to key meetings to serve as witness. If the ombuds for your college are too close to the situation, then contact the university level ombuds for other options. Carefully document what transpired at meetings, and seek confirmation from those in attendance that what you witnessed and wrote is accurate. Maintain all meeting records, decisions, and policies in written and digital forms.
- Every presentation should be a paper in progress.
- If you know who are and what your excellent record is don't take the adverse process of tenure and promotions personally. Continue to publish. You've got to have good mentors. That helps you publish and get grants. You have to work at being a balanced person.

Minutes respectfully submitted by Joanna Rees and Karen Keifer-Boyd, and approved on June 9, 2010 by a quorum of members at a WC board meeting using skype conference call.