



About

The University Women's Caucus, formed in 1974, is an organization of women whose concerns include actively advancing the welfare of women throughout Old Dominion University. Specifically, the caucus aids affirmative-action efforts to recruit and retain women and lobbies for equal treatment in salary, rank, tenure, promotion, research leave, and responsibilities.

Updates & Advocacy

Childcare

- UWC Childcare Committee members Drs. Angela Eckhoff, Emily Goodman-Scott, Jennifer Grimm, and Stacie Ringleb wrote a letter to Dr. Tammi Dice, Interim Dean DCEPS, expressing current and longstanding concerns regarding the CLRC (limited hours, lack of full-time assistants, ineffective student worker model, provisions for children with special needs etc.). The committee met with Dean Dice and Associate Dean Barber in early November 2021 to further discuss challenges and recommendations
- President Hemphill agreed to convene a university Childcare Committee to examine concerns raised by the Women's Caucus and others when he met with caucus members in mid-November
- The Women's Caucus penned a memo to the Provost and VPs (President Hemphill was copied) on January 12th, explaining the need for emergency telework agreements due to COVID-related absences (personal and dependents). The Caucus asked for guidance on managing considerable classroom absences (hybrid and temporary online considerations)
- On January 13th, the President authorized the hiring of (4) new CLRC teachers to improve staffing challenges raised throughout considerable advocacy from the Women's Caucus, administrators, faculty and staff

Academic Freedom and Gender Equity

- The Women's Caucus sent a memo to President Hemphill on November 23rd to address concerns related to the process by which Dr. Walker was placed on administrative leave. Later that day, (3) members of the Women's Caucus Executive Board met with the President and Provost to discuss further
- The President met with the general Women's Caucus membership to discuss this and other topics of concern on February 2, 2022 in the Priority Club at SB Ballard Stadium at noon

Promotion & Tenure

- In June, 2021, the Women's Caucus met with the Provost to request support for backpay for faculty who deferred tenure due to the pandemic
- Members of the Caucus participated in a committee convened to examine this topic further
- In a COVID-19 tenure extension update email, the Provost wrote...[more](#)

Faculty Senate

- The Caucus continues to advocate for an FA Senate. In November 2021, the Caucus met with VP September Sanderlin to discuss a framework for this initiative
- Dr. Veleka Gatling will organize the working group with Caucus representation
 - A general framework including a mission and purpose for the AP faculty senate was shared with September and the President
 - The committee has been given approval to develop bylaws for the senate
 - The committee will have a writing team and a review team for the bylaws. The writing committee will meet throughout the month of May
 - A review team will meet in the first part of June to review what the writing team has developed
 - The draft document will be shared with AP faculty during the summer, and will be revised based on feedback during the fall



Congratulations to our Woman of the Year, Lisa Mayes!



As the Executive Director for Academic Success Initiatives & Support and a long-term member of the Board of the University Women's Caucus (UWC), Lisa has worked tirelessly for the university and the advancement of women who work here. During her time at Old Dominion University (ODU), Lisa has served on numerous important initiatives that have enhanced the life of the campus and those who work and learn here. Perhaps Lisa is most widely known and loved for work on "high impact" learning. Lisa was an instrumental part of the task force for the SCHEV grant *Designing the Future of Experiential Learning at Old Dominion University* that used design thinking to create a vision, framework, and strategic plan for experiential learning at Old Dominion University...[more](#)

And in a landslide victory, our 2022-2023 President Elect and Treasure are...

Nicole Hutton Shannon, President Elect
Mary Deneen, Treasurer

We are equally excited to announce our 2022-2023 Women's Caucus Board Apprentices! Please welcome:

- Jenn Grimm, Director, Office of Leadership & Learning
- Shuntay Tarver, Assistant Professor, Department of Counseling and Human Services
- Jenna Ashley, Instructional Technology Specialist

Welcome to the team, we look forward to serving with you!



GET INVOLVED

The University Women's Caucus has introduced five outreach/connection groups. The purpose of these groups is to provide spaces for women on campus to connect in smaller 'affinity' groups. **Collectively, we met +20 times this year!** Join us for support and socializing around our commonalities, typically over lunch or coffee! [Take our SURVEY to get in where you fit in!](#)

2021-2022 Women's Connections Updates

International Women's Connections group connects international and global minded women on our campus. Women across the university who are faculty and faculty

administrators with similar interests and backgrounds get together informally to connect socially, professionally, and share local and international resources.

Updates - *In the spring, the International Women's Connections group met every third Friday of the month at various locations with international flair!*

SASS-Y (Solo Aging Support System – Why Not) is a group dedicated to building and maintaining communities of support for women as they age. We are committed to living life to its fullest by fostering physical, mental and emotional well-being as we prepare for, and navigate, the special difficulties that sometimes come as we age.

Updates - *Adventures included Tea & Conversations over ZOOM, plus a Progressive Happy Hour, tours and trips to the museum!*

Women of Color Connections is a community of black and brown women who meet to rejuvenate, empower, and exhale in a brave and safe space.

Updates - *Women of Color Connections met (4) times throughout the year to encourage, uplift, vent, and enjoy sisterhood over lunch, chocolates, and an occasional mango, dragonfruit parfait!*

Women Living with Disabilities - This group brings together women with disabilities and women supporting children, parents, or other family members who may have disabilities to share experiences, resources, and understanding. Individuals with disabilities and caregivers may encounter increased adversity in the workplace. This group is a place to be in solidarity, express yourself, and support each other.

Updates - *(3) sessions throughout the spring included speakers and best practices on how faculty dealing with their own family member's disability can advocate for themselves with their Department Chair, and how faculty should approach accommodation letters.*

Women Raising Children Connections group provides an avenue for women to share resources, reflections, and be in community with other mothers who all share a common thread of working at ODU.

Updates - *Women Raising Children hosted (2) Zoom meetings and launched seven small groups in the spring. In capturing the spirit of the group, one of the small group leaders said "I think as moms we do the best we can with working and balancing home life. Just having this space was great!"*

BECOME A MEMBER

The University Women's Caucus has and continues to be a vital advocate for women's concerns on the campus and has been for more than 40 years! Full membership is free for the first year and \$25 a year after that. We also have a new, free level of membership for "Email Communications Only" so you can stay connected. We're stronger together!

[Become a member or renew your membership here!](#)



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