

University Committee on Women Faculty and Students

Meeting Minutes for December 11, 2013/Room 500 Main Building, 11 am.

Members present: Laura Carlson (chair), Kevin Barry, Kathy Brickley, Kasey Buckles, Aedin Clements, Paulette Curtis, Christine Caron Gebhardt, Karen Hooze, Abby Palko, Catherine Perry, Cathy Pieronek, Ava Preacher, Katherine Spiess, Bill Stackman, Sarah Wake, Warren MacKenzie, Rebecca Wingert

Members absent: Monica Daegele, Wendy Hatch, Sharon Keane, Samantha Selden, Grace Xing

Members excused: Jennifer Mason McAward, Mary Ann McDowell, Heather Rakoczy Russell

Reporter: Mary Hendriksen, Provost's Office

1. **Minutes approved for the meeting of November 6, 2013.**
2. **The University's revised sexual harassment policy and procedure:** Kathy Brickley, Associate General Counsel, and Sarah Wake, Director of Institutional Equity

Revised policy approved by the University Policy Committee and issued on Nov. 19, 2013. Posted at:

http://equity.nd.edu/assets/119525/policy_on_sexual_and_discriminatory_harassment.pdf

and intended to be rolled out to the University community in January.

Purpose: To promote respectful behavior and interactions in the campus community.

Clarifies that the University will not tolerate sexual or discriminatory harassment and that "all faculty members, managers and supervisors, including rectors and assistant rectors, who receive complaints or otherwise become aware of Sexual or Discriminatory Harassment are required to take action on the matter."

Contains avenues of reporting: Always, the Office of Institutional Equity and ND Integrity Line.

Additionally, If the complaint is against faculty, then to the Provost's Office; if staff, Human Resources; if a student, Student Affairs.

There were approximately 30 complaints of sexual or discriminatory harassment in Fall semester 2013. The University's goal: to resolve each in 60 days.

Question: Reporting obligations of graduate students? If acting as a teacher, yes/If in the capacity of a graduate student: encouraged but not required.

3. **Sexual harassment: Mr. William Stackman, Associate Vice President, Student Affairs and the University's Deputy Title IX Coordinator:**

Sexual harassment, which includes sexual misconduct and sexual assault, is a form of sex discrimination which is prohibited under Title IX of the Education Amendments of 1972. The

University has adopted a specific Sexual Misconduct and Sexual Assault Policy. As the University's Title IX Coordinator, Mr. Stackman oversees all student vs. student sexual harassment complaints.

Students with a complaint can go directly to him or to Security.

21 cases this year—up from 14 last year. Mr. Stackman believes that the increase is due to increased reporting rather than increased incidents, particularly because of a letter to faculty explaining that they have an *obligation* to report incidents of sexual harassment to the University. This has resulted in some cases in which students do not actually want to initiate a formal report, but are called to see him because they shared information with a faculty or staff member, including a rector.

Process: complaint/investigation/hearing. The University may go forward regardless of complainant's desires. Complainant need not participate.

Option of criminal proceedings in addition to the University's administrative proceedings.

Mr. Stackman can administer a "no contact" order, which includes no contact via friends, phone, or text message. He may send an email to the complainant's professors saying that the student is undergoing some difficulties and may need accommodation. This is a generic email—the same type of email is sent to a student's professors if a death in the family, etc.

He believes that our climate for reporting is good —there are more conversations about the importance of reporting. ND may be processing more reports than peers.

4. Committee's Investigation into Issues of Women and Leadership at Notre Dame:

Last year's UCWFS recommended highlighting the topic of women in senior leadership roles at the University. Specific questions: How many women occupy leadership positions?/What empirical data exists on the reasons women do/do not participate in significant service and/or leadership roles on campus?/Are there institutional and/or infrastructure issues that prevent women from taking on leadership roles?/How does the context of a Catholic university shape the opportunities for women to take on leadership roles?

One problem is defining "leadership"—chaired professors? Board of Trustees? Officers? Directors? Deans? Chairs? Both academic and non-academic positions at the University? A category of informal leaders?

Two possible discussion points:

- What leadership roles are filled through a formal process and which informally?
- How does the climate between male and female colleagues affect leadership?

Action item: At the next meeting, we will make a start at quantifying leadership positions by examining the number of women at top leadership roles at the University: Board of Trustees, officers, deans, chairs, directors.