

University Committee on Women Faculty and Students

Meeting Minutes for February 5, 2014/Room 500 Main Building, 11 am.

Members present: Laura Carlson (chair), Kevin Barry, Kathy Brickley, Kasey Buckles, Aedin Clements, Christine Caron Gebhardt, Karen Hooge, Sharon Keane, Mary Ann McDowell, Cathy Pieronek, Ava Preacher, Heather Rackoczy Russell, Katherine Spiess, Sarah Wake, Grace Xing

Members absent: Monica Daegele, Wendy Hatch, Samantha Selden

Members excused: Amy Coney Barrett, Paulette Curtis, Catherine Perry, Bill Stackman, MacKenzie Warren, Pamela Wojcik

Reporter: Mary Hendriksen, Provost's Office

1. **Minutes of the meeting of December 11, 2013:** Because a quorum of members was not present at the meeting, the minutes were approved via email the following week.
2. **Future UCWFS agenda topics:** Prof. Carlson will send out an email asking members to rank their preferences on three subjects that could be taken up by the committee this spring:
 - Evaluation of the goals and utility of the Provost's Office Distinguished Women's Speaker Series
 - Brainstorming on or participation in a "Life in South Bend" resource guide;
 - Discussion of inclusive teaching circles

In addition to a report on the Faculty Climate Survey, one of the above will be added to our spring agenda.

3. **Seeking Educational Equity and Diversity (SEED) seminar:** Kevin Barry, Director of the Kaneb Center for Teaching and Learning, reported on SEED seminars—designed to improve an institution's climate, curricula, and teaching methods to make them more gender fair and multiculturally equitable. Participants commit to a series of monthly 3-hour seminars, led by facilitators who have undergone training.

Mr. Barry and Jessica Collett, Associate Professor of Sociology, facilitated a 2012-2013 seminar at Notre Dame: seven 3-hour sessions; 16 attendees; evaluations that strongly affirmed the value of the seminars personally and for the University, with 75% participants "strongly agreeing" that they would recommend a SEED seminar to others, and 25% "agreeing" that they would recommend it.

First Year of Studies, as a unit, is participating in a SEED seminar now.

Action item: Prof. Carlson will discuss funding of SEED seminars with the Provost.

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?

Prof. Carlson distributed a very preliminary draft of a document that begins to capture the number of women—primarily women faculty—in leadership positions at the University: Board of Trustees, officers, deans, chairs, directors.

Discussion points:

What resources exist for training faculty for their various positions as leaders, specifically, as managers of large lab enterprises?

Concept of "titled" vs. "untitled" leaders

Is it beneficial to women faculty to assume a leadership position—are some roles more "service" than "leadership"?

What is the percentage at Notre Dame of tenure-track professors, male and female? Percentage of endowed chairs?

What data exist on how taking a leadership or service position affects a faculty member's promotion? If there *are* differences by gender, then chairs and committees that evaluate faculty must be educated on the differences and alert to them. (Also true of gender differences in teaching evaluations)

Sarah Wake, Director of Institutional Equity, explained that staff are evaluated very methodically every year and identification made of women and minorities who exhibit high potential for leadership. These staff members can then be encouraged to undergo more training or be given specific experiences to shape them as leaders.

Action items:

Ms. Wake to present to the UCWFS in March on staff leadership initiatives.

Working group to be formed to think about whether staff leadership initiatives can be adapted for faculty use by chairs and deans.