

MINUTES
UNIVERSITY COMMITTEE ON WOMEN FACULTY AND STUDENTS
Wednesday, February 3, 2016
11:00 a.m. – 12:00 p.m.
500 Main Building
University of Notre Dame

Voting Members present: Tom Anderson, Kevin Barry, Laura Carlson; Shanna Corner, Ray'Von Jones; Jennifer Mason McAward; Nicole McNeil; Kathie Newman; Sayanty Roy; Ann Tenbrunsel

Non-Voting Members present: Todd Dvorak; Sharon Keane; Ava Preacher

Members excused or absent: Kathy Brickley; Sara Dugan; Patrick Flynn; Christine Caron Gebhardt; Sandra Gustafson, Ian Kujit; Karrah Miller; Monica Moore; Catherine Perry; Samantha Salden

Recorder: Kelly Donndelinger, Office of the Provost

Welcome and Approval of Minutes: Laura Carlson opened the meeting and welcomed the committee members. Also present at the meeting were Mary Celeste Kearney, Director, Gender Studies Program; Abigail Palko, Associate Director, Gender Studies Program; Joanne Fahey, Research Communications Program Director, Office of the Vice President for Research; and Morgan Bullock, Strategic Content Project Manager, Strategic Communications

Minutes – Approval of the UCWFS meeting minutes of November 4, 2015.

Discussion -- Commemorating the 50th Anniversary of Women Faculty at Notre Dame

Presenters: Mary Celeste Kearney, Director, Gender Studies Program; Abigail Palko, Associate Director, Gender Studies Program

Goal: generate ideas to kick off and commemorate milestone: poster campaign, possible networking event, faculty panel, and/or invited speaker

Summary of Discussion:

- Events should acknowledge progress made as well as confront issues that remain and progress to be made toward equality and empowerment of women in academia; also, broaden conversation beyond academia.
- Celebrate the 1965 milestone of the first year that female faculty arrived at Notre Dame – before the first undergraduate women in 1972.
- Must research the history of women at Notre Dame; the very first women teaching were likely teaching nuns and SPFs. Possibly a listing of female faculty over the years might be one tribute.
- This may require not branding it as “50 years...” but “50+ years of Women faculty at Notre Dame” with events spread throughout week and months. The hope is to highlight the contributions of the first women: inflection points as well as challenges.

- Touch on initiatives University currently has; groups such as Gender Studies could help host and carry events forward.
 - Committee will take time to carefully plan and give events the emphasis and time each will require to be promoted and hosted successfully.
 - Committee wants to promote this milestone in big and small ways and encourage student involvement; possibly inviting an alumna as a speaker would help.
 - One idea: host an internal-looking panel in March and a high-level speaker to lay the national landscape in the fall. This will allow time to find a speaker of national note
 - Another idea: leverage a distinguished lecture against this event and secure a Henkels type lecture grant to cover costs.
 - Possibly establish a place to record these events and other Women at Notre Dame history -- a digital memorial.
- ❖ Circulate sign-up sheet for interested members to help coordinate efforts/events

Discussion & Presentation-- International Women's Day - March 8, 2016:

Presenters: Joanne Fahey, Research Communications Program Director, Office of the Vice President for Research and Morgan Bullock, Strategic Content Project Manager, Strategic Communications

Goal: advance women faculty through thoughtful storytelling, international research, diversity, community, tradition, and faith -- 6 themes or priority areas

Summary of Discussion:

- International Women's Day is celebrated by the United Nations each year. We at Notre Dame should join international conversation, featuring women faculty on an international scale.
- The nd.edu web site currently features 6 faculty. Leverage expertise of Strategic Communications to advance women faculty
- Committee would benefit from partnering with academic communicators on campus, the Alumni Office and Media Relations team: gather assets, photos, videos; broadcast the message everywhere.
- Efficiently share profiles in strategic way and involve as many as possible; ask Colleges and centers to push out through their pages, feeds.
- Morgan showcased creative pieces and faculty projects at nd.edu/ as a platform and lead-in to featuring women faculty and their research. Each page would include links back to each person's college and their faculty bio.
- Amanda Skofstad was noted as a contact to help bring Notre Dame's women faculty researchers into international focus.

- Important to make efforts future looking and honest about issues we still face in addressing equality for women in research. Possibly highlight University's actions thus far to increase inclusion and toward 50/50 by 2030.

Presentation & Discussion – National Science Foundation ADVANCE Grant Proposal

Presenters: Laura Carlson

Goal: update the committee on the grant's status and provide an overview of the findings and planned interventions

ADVANCE Project Summary

OVERVIEW: *ADVANCE: Pivoting Notre Dame* will develop and test a theoretical model of gender differences in STEM fields, link this model to key career pivot points, and intervene so as to effect systemic, organizational transformation. The project is grounded in an innovative theory of change that emphasizes simultaneous examination of and intervention in several interconnected domains for which research has illustrated significant deficits for women STEM faculty, looking at multiple points in and across the career. By ensuring that sound social science research data informs both our initial interventions and our continuing refinements, we specifically address the issue that piecemeal, unconnected efforts usually result in piecemeal, unconnected results. Furthermore, we are dedicated to the principle that the burden of change should not be on underrepresented groups, but rather on the leadership of the institution. Therefore, we couple a faculty toolkit designed to empower women and enable them to thrive with a significant set of programmatic changes in policies, procedures, and processes - so that women in STEM can thrive *because* of these structural features, not *despite* them.

The transformation process has begun at Notre Dame, but all stakeholders agree that we are in real need of a comprehensive program with clearly developed goals, a coherent framework that unifies a set of change initiatives, and ongoing testing that is developed and executed according to sound social science principles that builds upon the work done by other NSF-ADVANCE institutions. With the assistance of this grant, we will transform our university, advancing the careers for women faculty in STEM by pivoting Notre Dame through significant programmatic changes as well as arming our faculty with additional tools for success. Significant and sustained change will be brought about by empowering department chairs as institutional catalysts, with the strong backing and commitment from multiple levels of university leadership, including key faculty representatives from the sciences, engineering and social sciences, the deans, the provost, and the president.

INTELLECTUAL MERIT:

ADVANCE: Pivoting Notre Dame will produce an empirically-validated model on how to intervene at each career pivot point for each gender, via an Effectiveness (Impact) Study with a fully developed set of interventions and a comprehensive evaluation strategy. Key innovations include a simultaneous examination of processes and practices at the university and faculty levels that together lead to institutional transformation and career success, and a focus on multiple transitions within an academic career (newly hired, newly associate, long term associate, newly full, and life event). Multilevel modelling provides a powerful research design that facilitates the examination of interactions with gender to determine not only whether intercepts differ between men and women (beginning career points), but also how the career trajectories (slopes) may differ over time in response to the interventions. This gives us the potential to generate a customizable solution that defines the suite of interventions that are most impactful for women at specific pivot points in their careers. Overall, we focus on structural change, intervening with training for department chairs and the implementation of new processes, procedures, and policies that are directly linked to identified barriers so that women's careers are appropriately facilitated, resourced, and rewarded. Continuous collection of evaluation data throughout the grant period will allow us to test, refine, and retest interventions with the goal of continued, sustainable improvement both at Notre Dame and beyond.

BROADER IMPACTS: While our activities are developed with respect to unique pressures within our institutional climate, they are informed by research and best practices from other institutions. The potential impacts of our activities are measurable and will lead to the development of policies, procedures, and processes that are evidence-based, sustainable, and replicable. Our programmatic changes and faculty toolkit will be developed in consultation with the National Center for Faculty Development and Diversity (NCFDD), which will also provide training and serve as an additional broad-based dissemination mechanism for our model, our results, and our materials.

There being no further business, the meeting adjourned at 12:05 p.m.