

UNIVERSITY COMMITTEE ON WOMEN FACULTY AND STUDENTS

March 2, 2016 Minutes

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, Sandra Gustafson, Ian Kujit; Jennifer Mason McAward; Nicole McNeil; Monica Moore; Kathie Newman; Catherine Perry; Samantha Salden

Non-Voting Members present: Kathy Brickley; Christine Caron Gebhardt; Sharon Keane; Karrah Miller; Ava Preacher

Members excused or absent: Todd Dvorak; Sara Dugan; Patrick Flynn, Ray'Von Jones; Sayanty Roy; Ann Tenbrunsel

Recorder: Kelly Donndelinger, Office of the Provost

Welcome and Approval of Minutes: Laura Carlson opened the meeting and welcomed committee members. Also present at the meeting were Maura Ryan, Associate Provost and Vice President for Faculty Affairs; Denise Murphy, Director Benefits & Wellness, Office of Human Resources; and Maureen Wildey, Benefits Program Manager, Office of Human Resources

Minutes – Approval of the UCWFS meeting minutes of February 3, 2016.

- Change “alumnus” to “alumna”

Circulated sign-up sheet for 50th Anniversary of Women Faculty at Notre Dame event planning/coordination.

Provost’s Distinguished Women’s Lecture Series: Laura will lead the effort in crafting a proposal for suggested changes to be presented at the May meeting.

Summary of Emergency Care Services:

Presenters: Denise Murphy and Maureen Wildey, Office of Human Resources

- Bright Horizons provides emergency daycare or elder care when faculty/staff have unplanned needs. Search services online: also provides pet sitting and tutoring for children.
- Have national network; can help with services in other cities or states. They are building a network in South Bend area and have three child care providers currently. Can find care with local providers at home or at their center.
- Begins July 1, 2016. Two-part program with 24/7 coverage, certified caregiver, and reasonable pricing.
- Allows 15 uses per year but will work with you if you need more days.
- HR will provide several communications over the spring. They recommend faculty/staff preregister for services for faster service response.

- Care Advantage program can be used for those with sick children. If contagious, a care provider can come to your home. Program may not address every situation but HR will take any feedback.
- Capacity is limited when it comes to delays and school closings. Those who are preregistered may be served more quickly.
- Does not cover graduate students at this time but would be up for future discussion.

Update on leave policies

Presenters: Denise Murphy and Maureen Wildey, Office of Human Resources; Maura Ryan, Provost's Office

Denise and Maureen posed several questions in order to gather feedback as HR develops a new faculty leave policy. They will compile responses along with benchmarking of peer institutions and will work with the Provost's Office to present a proposal at a future meeting.

Summary of Discussion:

- Paid parental leave: 4 weeks paid leave for staff begins July 1, 2016. HR will release communications between now and July. Note: this is different from the paid medical leave policy and FMLA.
 - Consensus was that benefit should be available to faculty immediately upon hire, regardless of length of service.
 - Need to be sure our policies are in alignment with FLMA, unpaid leave.
 - What is the rationale of the current two-year maximum leave? This may conflict with the reality of faculty who have 3 or 4 children.
- What are the implications for an academic couple where both are employed at Notre Dame? Committee members suggested that both faculty tenure clocks be addressed and that the leave provide relief from all duties and services, e.g. committees, etc..
 - Policy should be bold -- better than our peer institutions; family friendly, and support the individualized needs of each situation. Compartmentalizing leave time into a semester will not work.
 - Another concern is taking leave to care for family member, which applies only to primary caregiver. Policy language should consider a shift from primary and secondary caregiver since both parents may take turns providing care for children or family members.
 - The committee suggested that there be careful consideration of the implementation of the policy so that it is adopted fairly across departments. It will be important for the proposers to address gray areas that could be left open to interpretation.

- A concern was raised about the expectation that faculty with labs and grants will continue to informally work. The policy will need to be consistent with the policies of these federal agencies, which may have different policies.
 - What would our policy require so that leaves can be taken if on a grant? If agency will not provide a supplement, Notre Dame should.
 - HR also checking with Research & Sponsored Programs Accounting for clarification on policy and guidelines.
- Arts & Letters and Law School faculty are allowed to teach extra classes during the semester to finish early if needed. They take the following semester off.
 - Pre-planning not always realistic. Adoption is often unpredictable and unexpected issues can arise in pregnancy.
- Unique situations with faculty appointments. What is best for faculty? Each College will handle through Provost's Office. Eligibility is currently full-time faculty as defined in Academic Articles -- tenure and tenure track.
 - How to account for contract faculty vs. SPF half time on a full year contract?
 - Does the policy impact postdocs? They are considered staff and receive a separate benefit summary.
 - Office of Research should help navigate policies of each funding agency. National Postdoctoral Association policy should be referenced.

HR acknowledges that education is needed, a culture that everyone has a right to take leave. Women should feel that they can take leaves regardless of how many male faculty are doing so.

- The issue was raised regarding parking and access to buildings with the physical burdens pregnant women and parents have in commuting across campus with small children.
 - It was reported that the Office of Institutional Equity is working with John Affleck Graves and the Parking Office to improve parking for parents with young children.

Due to lack of time, an additional meeting was scheduled to discuss the REEL shuttle. The final two agenda items: Consolidated Appeals and announcement of the Diversity & Inclusion Officer will be moved to the April 29 meeting.

Women's Week 2016: March 14 - 20

Christine Caron Gebhardt made a quick announcement. She asked that committee members look at the events on the handout and consider attending one or more.

There being no further business, the meeting adjourned at 12:00 p.m.