

UCWFS Meeting Minutes  
March 20, 2023

Voting Members: Christine Trinter, Melissa Berke, Mark Caprio, Christopher Kolda, , Stephanie Larocque, Alessandro Pierattini, Jennifer Mason McAward, Kathleen Eberhard, Abigail Ocobock, Jennifer Hunt Johnson, Susan St.Ville, Laurie Littlepage, Alixandra Underwood, Lane Obringer

Voting Members Excused or Absent: Susan St. Ville, Meredith Wilson

Non-voting Members/Observers present: Keona Lewis, Denise Murphy, Arlene Monteverchio,

Agenda

1. Welcome, attendance, and approval of minutes
2. Survey feedback from February meeting and guiding framework for our committee
3. Vote on Student Government Loyal Daughters and Sons: Celebrating 50 Years of Female Progress event.
4. Employee Resources Groups
  - a. Denise Murphy, Asst. VP Total Rewards and Eric Love, Director, Staff Diversity and Inclusion
5. Well-being platform and childcare
  - a. Denise Murphy
6. Thrive!
  - a. Kara Palmer, Senior Director of Administration and Program Management, Mendoza College of Business and President of Thrive! and Amelia Lutz, Pre-award Program Manager, Notre Dame Research, and VP of Thrive!
7. Learning from other units on our campus and analog committees at peer universities
8. Setting goals and crafting our vision
9. Varia

- 
1. Alessandro Pierattini moved to approve February meeting minutes. Melissa Berke second movement. Minutes approved by all.
  2. Chrissy presented the survey feedback from the February meeting and reiterated the goals for our committee this semester.
    - a. Overall survey feedback was positive.
    - b. Strengths of meeting included: Chair setting vision, goals, strategic direction, and mission and moderating discussion. Well organized and led. Committee members contributing productively to the conversation. Diversity in departmental representation and contributions. Positive environment, professional feel to meeting.

- c. Recommendations for future meetings: Proposal to expand the committee to include staff should be made. UCWFS should identify issues that women, faculty, students and staff feel are in need of addressing. Talk about specific action points. Break into subcommittees devoted to certain topics to increase our reach and productivity. Set aside time for open comments. Common place where minutes and other documentation are recorded and accessible. Asking about availability to improve attendance.
  - d. Additional summary of feedback was distributed to the committee. Chair will include this document in our shared folder.
3. Lane Obinger presented a proposal for the UCWFS support for the Loyal Daughters and Sons: Celebrating 50 Years of Female Progress. The committee unanimously voted to support this initiative using funds from the Kathleen Cannon lecture series pot.
    - a. Question was raised if we should commit to funding one faculty and one student even per year. Should we request a set budget amount from the provost's office or leave it open as it currently stands?
  4. Denise Murphy and Eric Love presented information about the various Employee Resource Groups on campus. This information included statistics about membership, goals, and events. The following ERGs were included in the presentation. The slides will be made available to our committee in a shared drive.
    - Adelante ND: Latinx Staff and Faculty Association
    - Black Faculty and Staff Association (BFSA)
    - Indigenous People's ERG
    - Notre Dame Staff of International Descent (NDSID)
    - Notre Dame Veterans' Association (ND Vets)
    - SPECTRUM LGBTQ+ and Ally
    - THRIVE! Inspiring ND Women (THRIVE)
    - Young Leaders of Notre Dame (YLND)
    - ND Ability for Individuals with Disabilities
      - UCWFS might have an opportunity to support initiatives centered on women within each of these groups.

Denise Murphy shared that she has been working on a childcare initiative at the university level aimed at increasing childcare opportunities for faculty, students, and staff. She is hopeful about the direction things are moving and expects to be in a position to provide a more detailed update later in the semester.

5. Denise Murphy presented on the well-being platform which is live and available to all members of the Notre Dame community. This is aimed at supporting the overall health of our faculty, students and staff and all are encouraged to engage with the app.
  - a. This platform might be considered by our committee as a supporting resource to women under professional stress.
6. Kara Palmer and Amelia Lutz presented on Thrive!

- a. Thrive! has been in existence for five years and is the largest ERG on campus. They have a formal structure that includes a board which meets monthly; an advisory committee of senior women on campus who meet with the group; bylaws that guide the organization. They span a variety of initiatives for attracting, retaining, and promoting women on campus. Thrive includes two specific sub-committees, the engagement committee which supports women who want to come together and build their communities (e.g. coffee, glass blowing, community building) and the career progression committee (PD, networking, mentoring, leadership talks). The number one request is for mentorship. The welcome back picnic is largely attended and is a partnership between all ERGs.
  - i. About 10% of attendance is faculty
  - ii. Question from UCWFS committee member: It seems like you are attracting more staff than faculty and this group is faculty and students. I'm curious about your thoughts on the UCWFS serving women faculty and staff together or are their experiences different and each have different needs?
    1. There are different needs and there is a consistent theme across campus about the divide between faculty and staff. There are some commonalities like the sandwich situation of caring for children and parents but something like tenure and promotion is faculty focused. Having staff understand those pressures could help bridge the divide as we work with these faculty. We have invited faculty to talk about their research and those are very popular across the campus community.
7. As we continue to collect information informing our role and focus as a committee, Chrissy asked for volunteers to reach out to peers at other universities so we might learn about analog committees and how they function, their goals and structures. Stephanie Laroque, Kathy Eberhard, Laurie Littlepage, and Melissa Berke volunteered to reach out to colleagues for this purpose. Chrissy further asked the whole committee to do the same, if possible.
8. In our next meeting we will continue to learn from campus constituents. Chrissy shared a document detailing people who she and Keona have already met with or plan to meet across campus who are leading initiatives, programs, or units that support women faculty, staff and/or students. She asked for feedback or suggestions about who to meet or hear from. Someone suggested that Kerry Meyer could speak to Women Faculty in Engineering.