

UCWFS Meeting Minutes

May 15, 2023

Submitted by Kathy Eberhard

Voting Members Present: Christine Trinter, Melissa Berke, Mark Caprio, Stephanie Larocque, Kathleen Eberhard, Abigail Ocobock, Jennifer Hunt Johnson, Laurie Littlepage, Lena Dougherty, Amandhi Mathews, Chris Kolda

Voting Members Excused or Absent: Susan St. Ville, Meredith Wilson, Alessandro Pierattini, Jennifer Mason McAward, Alixandra Underwood

Non-voting Members/Observers present: Denise Murphy, Erin Oliver, Kerry Meyers

Non-voting Members/Observers Excused or Absent: Amber Monroe, Demetra Schoenig, Lynn Kalamaros, Keona Lewis, Arlene Monteveccio, Meredith Wilson,

Agenda

1. Approve minutes
2. Patricia Clark, Associate Vice President for Research, Office of Research
3. Kristen Collett-Schmitt
 - a. ND Elevate women leadership formation initiative
4. Vote
 - a. Staff included as target audience for UCWFS
5. Crafting our identity, goals, and vision
 - a. Small and whole group discussion
6. Varia, Next Steps and process for next year

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1. Minutes from last meeting were approved.
 2. Patricia Clark Associate Vice President for Research, Office of Research
 - a. Spoke to the question of the number of women who are research active vs. males. Her department, Chemistry is about 20% women, all of whom are research active
 - b. Is there gender equity in the start-up packages? Patricia did not know and thought it would be worthwhile finding out, noting that it is negotiated with Chairs and Deans.
 - c. Similarly, it would be helpful to quantify teaching loads, to test for inequities
 - d. Should look into how we compare to our peers with respect to DEI.

Question from committee: How specifically are we falling behind (re: DEI)?

- Patricia: From the data I have seen, the number of African American faculty has remained the same over many years. Although there have been advances in the number of women and Hispanic faculty, we are barely keeping up with national averages in many STEM fields.
 - A faculty member from the college of engineering noted that there is a difference between equity and equality, which is being discussed in her department.
- e. Patricia urges everyone to see Picture of Scientist - a documentary about women scientists grappling with gender inequities.

Question from committee: How do we improve?

- Patricia noted other universities have good resources and advice for how to increase diversity - including University of Michigan.
- Christine noted that UCWFS's goals are to identify the important issues, such as Research equity as one that our committee wants to address
- Comment from committee member: In the academy overall why does tenure have to be within 7 years? Why not allow it to be longer? And, why not allow individuals to choose different paths?
- A College of Science professor noted that there has been discussion about research faculty and teaching faculty as alternative paths.

3. Discussion of staff being included.

Christine suggested having a rep from ND Thrive! be a member of this committee, but not actually open the committee up to staff.

Why wouldn't we include staff? They are not well served.

In response it was noted that 27% of T&R faculty are female and we are not addressing their needs.

The issues are very different for women faculty than the staff.

Postdocs should be included.

It was noted that we already include students so why not broaden the issues to staff.

Perhaps create a subcommittees?

Not enough bandwidth to deal with all of the issues.

Address the needs through Academic Articles. It was noted that we have considered that our ability to effect a change we need the alliance with the Provost office and we might lose that if we include staff.

A student spoke to feeling like when you are a member of a small group, you fall through the cracks.

Again the question is we include faculty, grad, and undergrad students, why not include everyone, but then, the issues are too many, diverse, and broad that nothing gets done.

The solution seems to be subcommittees that have "buckets" assigned to the subcommittees. Possible buckets:

- Bucket issues can include retention and job security issues, which differ for postdocs, faculty, staff.
- Research issues for women on the T&R track.

- Campus ministry found disaffiliation as a major issue among undergrads. Given we are Notre Dame, we should be addressing women leadership. ND Elevate is a mechanism that our committee could work with to address this issue. The disaffiliation is not a women only issue, but is also part of women reconciling being Catholic and a researcher.
- Equity in recruiting, salary, & retention

Christine will draft a statement about the goals of the committee and send it out as a google doc with the hope of getting feedback by Friday May 20.

Other issues in the future include committee membership.

Look for email in August about Fall meetings as well as electing a chairperson.

Final issue was thanking Christine for her excellent leadership this past year.