

University Committee on Women Faculty and Students

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

Members present: Laura Carlson (chair), Kevin Barry, Kathy Brickley, Kasey Buckles, Paulette Curtis, Karen Hooge, Sharon Keane, Mary Ann McDowell, Catherine Perry, Cathy Pieronek, Ava Preacher, Mirella Riley, Katherine Spiess, Sarah Wake, MacKenzie Warren, Pamela Wojcik, Grace Xing

Members absent: Monica Daegele, Wendy Hatch, Samantha Salden, Heather Rackoczy Russell

Members excused: Aedin Clements, Nicole Garnett, Christine Caron Gebhardt, Bill Stackman,

Guest: Linda Costas, Director of Talent & Engagement, Human Resources

Reporter: Mary Hendriksen, Provost's Office

1. **Minutes of the meeting of February 5, 2014:** Approved.
2. **Announcements and Information Items**
 - Working group formed to examine whether staff leadership initiatives can be adapted to faculty use by chairs and deans: Kasey Buckles, Chair; Kathy Brickley, Christine Caron Gebhardt, Sarah Wake, and Grace Xing.
 - Mary Ann McDowell to represent the UCWFS on the University's Benefits Committee.
 - Mirella Riley to sit in on Committee meetings through summer, 2014. Now a Rotational Program Associate, Ms. Riley will be working the next six months on a project assessing climate and identifying best practices for improving the climate for female graduate students, postdocs, and faculty.
 - March 19 speaker for the 2014 President's Forum (Women in Leadership): Dr. Rita Colwell, former director of the National Science Foundation and current Distinguished University Professor at the University of Maryland at College Park and Johns Hopkins University Bloomberg School of Public Health.

- Graduate School's Distinguished Alumna and its Commencement Speaker: Dr. Kerry Ann Rockquemore (Ph.D. Sociology 1999). Founder and CEO, National Center for Faculty Development and Diversity.
- Report distributed on the number of women faculty (TR, Library, Research, and SPF) and university professorships (formerly called endowed chairs).

3. Presentation by Sarah Wake and Linda Costas: Methods of identifying potential leaders at the University

A deliberate plan—with a process that is still evolving—to move staff members into positions of increasing responsibility. Basic questions: Whom do you want to keep? What do we need to do to get them to stay? Goal: move up at least two levels

Current groups: President's and Executive Vice President's offices

After identify person, identify their potential. Then, create an individual development plan.

Next step: tie the plan to the staff member's SMART goals

The UCWFS's working group on adapting staff initiatives to faculty will begins its work this month. Catherine Perry noted that the Academic Affairs Committee of the Faculty Senate is looking at faculty mentoring practices and developing a best practices guide.