

UNIVERSITY COMMITTEE ON WOMEN FACULTY AND STUDENTS

April 29, 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; Patrick Flynn; Sandra Gustafson; Nicole McNeil; Monica Moore; Kathie Newman; Catherine Perry; Ann Tenbrunsel

Observers present: Kathy Brickley; Sharon Keane; Karrah Miller; Ava Preacher; Demetra Schoenig

Guests present: Kara Palmer; Maura Ryan; Pamela Nolan Young

Members excused or absent: Sara Dugan; Todd Dvorak; Christine Caron Gebhardt; Ray'Von Jones; Ian Kujit; Jennifer Mason McAward; Sayanty Roy; Samantha Salden

Welcome and Approval of Minutes: Laura Carlson opened the meeting and welcomed the group. Also present at the meeting was Maura Ryan, Vice President and Associate Provost for Faculty Affairs. Laura invited approval of the minutes of the March 2, 2016 meeting. A committee member suggested that “2016” be added to the places in the March 2 minutes that referenced new Human Resources programming set to begin on July 1. With that change noted, the March 2 minutes were approved on a voice vote.

March 21 REEL Meeting: Sandra Gustafson requested a summary of the UCWFS meeting to discuss the Royal Excursion Express Line (REEL) shuttle be provided to the committee.

March 21 Summary: All committee members had been invited to attend an extra meeting of the UCWFS that was held with Associate Provost Maura Ryan at 9 a.m. on March 21 in 500 Main Building. At the meeting, Sandra Gustafson provided background information on the genesis of the REEL service and how it has been helpful to those who have participated in it over the years. She advocated for a continuation of the service and spoke to what interventions, particularly better communication of the service, might lead to its long term viability. Maura noted that the service has been provided by an independent business. Maura then described recent analysis of the service that aimed at understanding whether the REEL shuttle represents a scalable and sustainable model. A discussion ensued, and Maura provided information about the process the University followed during the 2015-16 academic year as it evaluated the service. Following additional discussion, Maura encouraged members of the committee to reach out to her directly with additional thoughts. The March 21 meeting adjourned at 10:05 a.m.

Revised Appeals Procedures: Laura Carlson invited Maura Ryan to discuss proposed changes to the procedures outlined in Academic Article III, Section 6 regarding appeals of negative decisions concerning reappointment, promotion, and tenure that were scheduled to be proposed by the Faculty Affairs Committee of the Academic Council at the May 11, 2016 Council meeting. If adopted, the proposed changes would also need to be approved by the Board of Trustees and the President of the University, with an anticipated effective date of July 1, 2017. Maura provided background information, noting that earlier in the year, the Faculty Affairs Committee examined both the procedures outlined in Article III, Section 6 and the Academic Articles' Appendix A, with an original goal toward consolidation.

As a result of discussions about these features with a broad range of faculty, the proposal that was set to go before the Academic Council incorporated features of Appendix A that are viewed favorable among faculty into the Section 6 appeals approach. The proposed changes also include the expansion of those who would be eligible to serve on a review committee for an appeal. A discussion ensued. Laura Carlson asked if the committee was comfortable lending their support to the proposed approach to revising the procedures. The committee voted in favor of endorsing the proposed changes

Introduction of Director for Academic Diversity and Inclusion: Laura Carlson introduced Pamela Nolan Young, the inaugural director for Academic Diversity and Inclusion at Notre Dame. Pamela provided biographical information, asked for support and partnership from members of the committee as she begins her new role, and described her three passions in life as “faith, education, and social justice.” She provided information about where she sits in the Provost Office and noted that among her priorities in the coming year will be the expansion of Diversity and Inclusion training across academic units on campus and beginning the implementation of Diversity and Inclusion plans in the colleges and schools.

Future Events: At the conclusion of the meeting, Laura Carlson provided an overview of potential events sponsored by the UCWFS in the 2016-17 academic year and noted that the planning would continue over the summer and during the coming year.

There being no further business, Laura thanked the members of the committee for their work throughout the year. The meeting adjourned at 12:00 p.m.