

**University Committee on Women Faculty and Students
Annual Report for the Academic Year 2011-2012
Prepared for the University of Notre Dame's Academic Council**

The University Committee on Women Faculty and Students considers policies, practices, and the general environment at the University as they relate to women faculty and students. The committee may make recommendations for action to the President and Provost or, as they direct, for action by the other officers of the University and the Academic Council. The committee should meet regularly and should publish a record of its deliberations for the University community. The chair of the committee provides an annual report of its activities to the Academic Council.

The University Committee on Women Faculty and Students (UCWFS) met three times over the course of this year. Two members of the Committee served on the Notre Dame ECDC group, providing both faculty and graduate student liaisons. The Committee also nominated women faculty for the Mapother lunches with Provost Tom Burish. The eight faculty members who were hosted by the Provost in 2011-2012 expressed appreciation for the quality of the conversation.

In keeping with past practice, the UCWFS identified other campus groups or units with which to collaborate to accomplish many of its goals. During the 2011-2012 academic year, meetings and discussions focused on two broad issues: preparations for the observation of the 40th anniversary of co-education at Notre Dame in 2013 and policies related to FMLA leave and maternity-related teaching releases. The Committee invited Pamela Wojick, Director of Gender Studies, to share developing plans in Gender Studies for observing the anniversary and to brainstorm ideas. Suggestions offered by Committee members included using banners on campus to highlight the achievements of women faculty and students; sponsoring University-wide lecture series focusing on women's contributions to the academic disciplines or a University forum highlighting women's global leadership; and commissioning a permanent sculpture celebrating women at Notre Dame. Student members expressed hope that the anniversary could provide opportunities for networking with women alums. The chair met with a representative of the President's Office and conveyed the suggestions.

The Committee met twice with Vice President and Associate Provost Daniel Myers and Denise Murphy, HR Director of Compensation and Benefits. In both meetings, current policies governing FMLA and maternity-related teaching releases were carefully reviewed with the aim of clarifying language and achieving consistency in practice across the University. The Committee will continue to review policies as they are revised.

Continuing issues for the Committee include social space for faculty (particularly unmarried faculty) and upcoming climate survey. Some members suggested requesting a meeting with Executive Vice President John Affleck-Graves during academic year 2012-2013 to learn about the history of the faculty club and to offer faculty and graduate student perspectives on faculty social needs. The Committee is also committed to seeing a university wide climate survey conducted as planned and working to implement the recommendations that follow.

Respectfully submitted,

Maura A. Ryan, Chair