

## **University Committee on Women Faculty and Students**

### **Meeting Minutes for January 21, 2015/Room 500 Main Building, 11 a.m.**

**Members present:** Laura Carlson (chair), Kevin Barry, Kathy Brickley, Aedin Clements, Mary Ann McDowell, Nicole McNeil, Karrah Miller, Catherine Perry, Catherine Pieronek, Ava Preacher, Samantha Salden, Ann Tenbrunsel, Sarah Wake, MacKenzie Warren

**Members excused or absent:** Paulette Curtis, Todd Dvorak, Christine Caron Gebhardt, Karen Hooge, Sharon Keane, Alison Leddy, Melissa Lindley, Kristen Loehle, Jennifer Mason McAward, Heather Rakoczy Russell, Rebecca Wingert, , Pamela Wojcik, Grace Xing

**Reporter:** Mary Hendriksen, Provost's Office

Prof. Carlson called the meeting to order at 11 a.m.

#### **1. The minutes of the meeting of October 30, 2014 were approved without amendment.**

#### **2. Further analysis of the Faculty Experience Survey and development of action items:**

In Spring 2013, University faculty participated in the Faculty Experience Survey [report at: <http://provost.nd.edu/provosts-initiatives/notre-dame-faculty-experience-survey-2013/>].

At the meeting of October 13, 2014, UCWFS members received an overview of the report and its findings from Prof. Katherine Spiess, chair of the Blue Ribbon Committee on the Faculty Experience Survey, and Prof. Dan Myers, Vice President and Associate Provost of Faculty Affairs.

At today's meeting, members developed a table that organized issues raised in the report by theme—for example, Climate, Communication, Opportunities, Mentorship, Service—and then associated various action items with each issue. After further reflection by Committee members and possible additions to the report, members will assess the various issues/action items and vote on those they wish to address this year. They will then organize themselves into subgroups and work in March and April to make progress on those issues.

One question raised at a previous meeting was whether Notre Dame women staff members are more or less satisfied than their male counterparts. Ms. Karrah Miller, Director, Office of Institutional Equity, addressed that issue with a short report. In general, she reported, differences in levels of satisfaction among staff members break down more accurately on the basis of "exempt" or "non-exempt" classifications rather than on gender lines.

Prof. Carlson adjourned the meeting at 12 noon.