

UNIVERSITY COMMITTEE ON WOMEN FACULTY AND STUDENTS
MINUTES of the September 24, 2018 Meeting, 1:00 – 2:00, 500 Main

Voting Members present: Aimee Buccellato, Laura Carlson, Kelsey DiPietro, Tamara Kay, Mary Celeste Kearney, Mark McKenna, Tijana Milenkovic, Monica Moore, Veronica Root, Sibonay Shewit, James X. Sullivan

Observers present: Tyvette Hilliard, Sharon Keane, Maura Ryan, Demetra Schoenig, Pamela Young

Voting Members excused or absent: Elly Brenner, Ruilan Guo, Marjorie Housley, Kathie Newman, Ann Tenbrunsel, Molly Walsh

Opening Prayer - Maura Ryan

Welcome and Introductions: The meeting was called to order at 10 am. Those present introduced themselves.

Approve Minutes from April 25, 2018 – Will vote on at next meeting held on Monday, Oct 22.

UCWFS Chair Election - Laura Carlson will serve as chair. Tamara Kay will learn the process of chairing during 2018-2019.

Updates and Announcements

- a. Valerie Ashby Visit – All were invited to attend Lecture and Lunch
 - When: Wednesday, Oct 3, 2018
 - Time: 12:00 – 1:00 p.m.
 - Where: Jordan Auditorium, Mendoza College of Business
- b. Sr. Kathleen Cannon Lecture Committee – Three individuals signed up to work on the committee: Christine Caron Gebhardt, Margaret Meserve and Catlin Smith Ogleole
- c. PAC Working Group on Service - This group looks at how service is defined, evaluated, compensated and then recommend solutions. These recommendations will go to PAC in March 2019.
- d. Parental Leave Policy Approved – The final policy will be shared with the committee at a future meeting.

Mapother Luncheon Nominations - Each year, the Provost invites women faculty to lunch as part of the Mapother Lunch Series, the result of gift to the university with the goal of encouraging communication among faculty and administration. The Provost holds two lunches each semester, one for a pair of junior women faculty and the other for more senior faculty. The members of the UCWFS were invited to recommend faculty members to attend lunch and were asked to forward recommendations via email to Laura by Friday, September 28th.

Faculty Experience Survey Questions - Andrea Swanagan and Tatiana Combs joined the UCWFS to talk about the optional questions. The UCWFS recommended the inclusion of the following questions:

Q8 Spouse/ domestic partner benefits [Opt.] (*Reason: important for faculty retention*)

Q28

I feel pressured to take on administrative responsibilities. [Opt.] (*Reason: important to measure if faculty feel that, especially if they are from underrepresented demographics*)

My chair/ director addresses disrespectful interpersonal behavior [New] [Opt.] (Reason: the positive statement alone (Chairs promotes respectful environment) does not capture whether action is taken when disrespectful behavior occurs)

Q92 [New] [Opt.] Do you have children in the following age ranges? Mark all that apply. (Reason: ability to segment satisfaction and stress levels by children's age)

- 0-2
- 3-4
- 5-12
- 13-17
- 18-24
- 25 or older

Recommendation to add an ND-specific question for those who have use the Dual Career Assistance Program

Q66b **If Yes to Q66a – ND specific follow-up question.** Overall, how satisfied are you with the assistance you received from Notre Dame's Dual Career Assistance Program?

- Very satisfied
- Somewhat satisfied
- Neither satisfied nor dissatisfied
- Somewhat dissatisfied
- Very dissatisfied

Adjournment The meeting was adjourned at 11 am.