

University Committee on Women Faculty and Students  
2023-2024 Annual Report

**Voting Members**

Melissa Berke  
Kathleen Eberhard  
Christopher Kolda  
Laurie Littlepage  
Jennifer Hunt Johnson  
Stephannie Larocque  
Jennifer Mason McAward  
Abigail Ocobock  
Alessandro Pierattini  
Christine Trinter (Chair)  
Judith Benz  
Kristen Collette-Schmidt  
Claire Crafts  
Lena Dougherty

**Non-Voting Members**

Keona Lewis  
Arlene Monteverchio  
Erin Oliver  
Denise Murphy

**Observers**

Lynn Kalamaros  
Kerry Meyers  
Elizabeth Zickgraf

**Meeting Dates**

October 3, 2023  
November 20, 2023  
February 22, 2024  
April 29, 2024

UCWFS Agenda Items

**October 3rd**

- The committee discussed the final report drafted in spring 2023 which outlined a potential work plan for this academic year.
- Discussion around Kathleen Cannon lecture series and how to raise interest and awareness.
- Discussion around developing women student leaders through purposeful professional development opportunities.
- As per the 2022-2023 final report, four sub-committees were formed: (1) professional development, (2) research and teaching, (3) college and school DEI committees, (4) wellness and spirituality.
- Chrissy Trinter was voted in as chair of the UCWFS for the 2023-2024 academic year.

**November 20th**

- Committee members discussed the four Kathleen Cannon proposals that were presented to us by the provost's office. All four proposals were approved.

- Subcommittees discussed their committee work. All committees are at the beginning stages of crafting measurable goals and action items with the intent of building a structure for future larger committee work.
- Discussion around how to best support women faculty on campus who are involved in delicate issues.

### **February 22nd**

- The Research and Teaching committee reported on their progress which included identifying action items and the sources for obtaining additional information: pay equity, tenure rates, parental leave, spousal offers, climate survey, CIF bias.
- The Professional Development committee identified four objectives: (1) understanding what already exists on campus, (2) identifying what needs are not being met, (3) raising visibility of women leaders on campus, and (4) promoting Kathleen Cannon lecture series. Discussion ensued about how the committee plans to meet each objective including the timeframe and resources needed.
- The Wellness and Spirituality committee discussed the overlap between the goals of this committee and the initiatives that Keona's office is currently advancing. Holding off on creating a new initiative until we have a better understanding for how Keona's initiatives continue to meet these needs.
- The College and School DEI committee discussed potential areas of impact and action items. Noted the need for more practical involvement.

### **April 29th**

- Student representative proposed a student-nominated faculty speaker for the 2024-2025 Loyal Daughters event. The committee discussed and voted to request provost office funds in support of this event.
- Open discussion about positioning the UCWFS and structuring next year's work.
  - The committee agreed to continue using the sub-committee structure but suggested reducing the number of subcommittees to two: Research/Teaching and Personal and Professional Development - each with descriptors that include DEI and student and faculty arms.
  - Agreement around a need for a budget to implement initiatives

For additional detail, see the UCWFS meeting minutes here:

<https://provost.nd.edu/committees/university-committee-on-women-faculty-and-students/>