

# University Committee on Women Faculty and Students

## Meeting Minutes

April 29, 2024

Voting Members: Christine Trinter, Kristen Collett- Schmitt, Laurie Littlepage, Alessandro Pierattini, Ashley Bohrer, Jennifer Hunt Johnson, Lena Dougherty, Chris Kolda, Stephannie Laroque

Voting Members Excused or Absent: Jennifer Mason McAward, Melissa Berke, Judith Benz, Stephannie Larocque, Melissa Berke, Abigail Ocobock, Kathleen Eberhard, Claire Crafts,

Non-voting Members/Observers present: Arlene Montevecchio, Denise Murphy, Lynn Kalamaros

Non-voting Members/Observers Excused or Absent: Erin Oliver, Elizabeth Zickgraf, Kerry Meyers

First order of business was to approve the November and February minutes. Denise Murphy motioned to approve the November minutes, Kristen Collett-Schmitt seconded the motion. All were in favor of the motion. Chris Kolda motioned to approve the February minutes, Stephannie Laroque seconded the motion. All were in favor of the motion.

Trinter explained that as our last meeting of the year, we would discuss the progress of each sub-committee and recommendations for a structure and rhythm for this committee or next year.

- Lena Dougherty spoke to the PD sub-committee initiative describing the student-led Loyal Daughters initiative. She shared their committee's interest in hosting a one-time, student-nominated woman lecturer. A number of students recommended faculty members and their committee chose a lecturer from these nominations. They have been working on what they want the lecture to look like - maybe a reception with the speaker. After speaking with their department, the committee believes they should expect about 200 guests between administrators, faculty, students for a cost of around \$8,400.
  - Questions about the event
    - What does loyal daughters reference? Loyal to what?
      - Response: This was just a play on words, not loyal to anything in particular.
    - 8k seems like a large amount of money
      - Response: We can reduce the amount if needed

- Kristen shared that the PD sub-committee discussed this event at length and supports this request as it is worthwhile to support student leadership and women professional development.
  - Our committee voted to move this forward; 8/9 voting members voted in the affirmative.
  
- There was an open discussion about next year's work
  - Would be nice to have more people on the larger committee so that sub-committees are more robust. Alternatively, sub-committees can be combined to include more people on each subcommittee.
  - Our larger committee could use more representatives from around campus
  - Someone suggested adding a member of faculty senate to the committee
  - Overall, the committee would like to continue the subcommittee structure.
    - Felt there were specific action items on some subcommittees
    - Even though some committees were more substantial than others, it felt like a lot of work to move the action items forward
    - One committee member noted that their subcommittee had four or five action items and the group was able to take up one well given the size of the committee
  - One person shared they are undecided on keeping the subcommittee structure
    - Also interested in more time to see how this structure plays out
    - Subcommittee for diversity is a lot to wrangle
      - It might be that we haven't settled on our action items yet
      - I wonder if these subcommittees could meet together to share so that we don't end up with factions and maybe addressing some and not others
      - Maybe we could use our resources toward goals as a larger group
  - Some of the things the subcommittee wants to do require money - maybe we need to ask the provost's office for a budget?
    - Could we run a workshop? Is there a way to get funding support for action items?
  - Stronger relationships with the provost office and potentially a budget might be goals we want to establish in the future.
  - Second the idea about having a budget if at all possible - even if it is guidance, a loose budget. Makes it difficult to make those decisions effectively without knowing what the budget is.
  - Prioritize subcommittees
    - Revisit names - DEI - the whole committee is DEI
    - Maybe rename them to address the same issues

- Broaden professional development to be personal and professional development
- Proposition: two subcommittees: research/teaching and personal/professional development each with descriptors that include DEI and student and faculty arms.
- Research and teaching Committee
  - Need data to access so that we can move forward on this committee
  - Committee stalled out because couldn't get the data
    - If we cannot have it then a different conversation needs to be had and reevaluated.

Meeting adjourned at 11:00am