

University Committee on Women Faculty and Students

Meeting Minutes

February 22, 2024

Voting Members: Christine Trinter, Kristen Collett- Schmitt, Abigail Ocobock, Laurie Littlepage, Kathleen Eberhard, Alessandro Pierattini, Claire Crafts, Ashley Bohrer, Jennifer Hunt Johnson,

Voting Members Excused or Absent: Chris Kolda, Jennifer Mason McAward, Melissa Berke, Lena Dougherty, Judith Benz, Stephanie Larocque, Melissa Berke

Non-voting Members/Observers present: Arlene Monteverchio, Denise Murphy

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

The meeting was called to order at 3:30pm.

Trinter opened the meeting by asking members of each subcommittee to provide an update on the status of their committee work.

***Research and Teaching Committee:** Support women faculty and students in advancing their research agendas and teaching responsibilities. (Note: we discussed this group potentially exploring the tenure clock issue that was raised. This may also be addressed by our committee as a whole).*

***Members:** Laurie Littlepage, Ashley Bohrer, Kathy Eberhard, Stephannie Larocque, Erin Oliver, Alessandro Pierattini*

- The committee met last fall and again in February and identified the following action items and the sources for obtaining additional information to understand the items in order to formulate a plan for addressing them:
 - pay equity - is this data available to us from the provost office?
 - rates of tenure/promotion/ & attrition before tenure for males vs. females - provost office should have this info

- parental leave policies: how do ND's policies compare with our peer universities (e.g., Duke, others) with respect to fairness in terms of length, timing, etc. for female vs. male faculty?
- spousal offers/working spouses: what data can our provost's office share? How much demand is there for the Chicago shuttle service that used to exist, and that allows faculty to live in Chicago more readily - particularly faculty with working spouses?
- Is ND planning another climate survey of faculty? Get data from the latest survey (from provost office) to identify topics relevant to our subcommittee & those with which female faculty expressed dissatisfaction
- spousal faculty offers: is there any way to get data on this, e.g., how successful is ND at finding employment for the spouse of a male faculty vs. a female faculty?
- Apparently issues about biases in CIFs are being addressed by other groups, and our role might be to facilitate disseminating the info.
- Each action item needs more information in order to understand the scope of the issues before laying out a plan for addressing them. The committee identified where information might be relevant; some items can be addressed this year and framework for next year.

Professional Development Committee: Support women faculty and students by offering professional development resources.

Members: Abby Ocobock, Arlene Monteverchio, Claire Crafts, Judith Benz, Kristen Collett-Schmitt, [Lena Dougherty](#)

- The 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.
- The first two objectives are labor intensive - maybe surveys or outreach to colleges. Work with the student government to gather student information.
- Raising visibility on campus - potential pilot with student government deputies, use Kathleen Cannon series money to highlight a female faculty on campus to highlight. Pilot this year.
- Committee is concerned about the Kathleen Cannon lecture series - want to support and promote it but we lack information about who oversees the lecture series. Who reviews applications? Who makes decisions?
- Kathleen Cannon lecture series - we reviewed and approved proposals but one of the lectures happened and didn't get the Kathleen Cannon name on it. Nor does the Kathleen Cannon website does not list.
- We need more clarification about our role in the Kathleen Cannon lecture series.
- Can we request a budget to conduct professional development across campus for women?

- Action item for next agenda - budget items that we could request.
- From Student Govt - could we use funds from the larger Cannon lecture series - maybe this committee could have agency over that one through advising students? Would like to help advertise through our networks and in doing so, we will engage aspiring women leaders. Could we have a reception - faculty members would have an inspiring talk about their journey as a women leader? Might we find funds for fellowship and networking?
- Could we lead a similar initiative for faculty?

Wellness and Spirituality: Support women faculty and students' well-being through services on campus such as HR benefits and campus ministry.

Members: Denise Murphy, Chrissy Trinter, Keona Lewis

- The committee met and discussed the overlap between the goals of this committee and the initiatives that Keona's office is currently advancing.
- Considered inviting a panel of diverse women speakers to supply women faculty with wellness tools that can then be translated to students.
- Holding off on creating a new initiative until we have a better understanding for how Keona's initiatives continue to meet these needs.

College and School DEI Committees: Support women faculty and students through established DEI committees on campus.

Members: Laurie Littlepage, Jen Hunt Johnson, Lynn Kalamaros

- The committee members met and discussed potential areas of impact and action items. Noted the need for more practical involvement.
- What would a DEI practitioners group look like? Jen is looking into this.
- Would like to partner with on campus initiatives.
- How might we support women's history month?