Members present: Amy Barrett, Lauren Cummings, Mary Rose D’Angelo, Susan Dunn, Lauren Gamboa, Karen Graubart, Amber Handy, Sallie Hood, Ken Milani, Susan Ohmer, Allison Regier, Carol Tanner

Members absent: Laura Carlson, Angie Chamblee, Sharon Hu, Jessica Kayongo

Permanent Invited Guests present: Jill Bodensteiner, Associate Vice President and Senior Counsel, General Counsel; Catherine Pieronek, Director, Academic Affairs and Women’s Engineering Program, Dean’s Office, College of Engineering; Kathryn Lam, Recorder; Heather Rakoczy Russell, Director, Gender Relations Center

Guests: Dorothy Mincy, Manager, Spousal Support and Placement

1. Approval of minutes: The minutes of the October 14, 2008 meeting were unanimously approved.

2. Future guests: Through a discussion about guests to invite to future committee meetings, the committee confirmed its interest in inviting the following: deans of each college and the Graduate School and Doug Marsh, University Architect.

3. Mapother Lunches: Committee members provided suggestions for future attendees to participate in the Mapother lunch series.

4. Timetable for Father Jenkins’ Response to Spring 2008 report: Prof. Ohmer was informed that Fr. Jenkins is eager to move on some of the specific provisions outlined in the committee’s report. The report is currently being reviewed by the Faculty Senate, which is expected to report its recommendations to Fr. Jenkins by early January 2009.

5. ECDC news: Prof. Ohmer updated the committee on the progress made by the committee constituted by John Affleck Graves, Executive Vice President, to review the Early Childhood Development Center (ECDC). In particular, the University is committing to increasing its cash subsidy of the center and considering an expansion of the facility. In response to Prof. Ohmer’s inquiry, the committee agreed that it would be helpful to invite Linda Kroll, chair of the committee reviewing ECDC, to attend an upcoming meeting and provide a report on the committee’s progress. Members of the committee affirmed a desire to continue to explore subsidies for faculty who would like to take their children on research trips or to conferences.

6. Lactation rooms: Prof. Ohmer distributed copies of a memo from Human Resources (HR) regarding the law enacted by the Indiana state legislature on July 1, 2008 which requires all employers with 25+ employees to accommodate individuals’ needs to pump and store breast
milk at work. Prof. Ohmer informed the committee that HR created a committee to consider how to meet the requirement at Notre Dame. That committee requested that the University Committee on Women Faculty and Students provide its thoughts on the new required lactation rooms. Through the ensuing discussion, the committee inquired about the following:

- possibility of graduate students using the new facilities
- providing refrigerators instead of insulated cooler bags in the rooms
- possibility of surveying faculty and staff to determine what locations are most desirable

Prof. Ohmer will relay the comments provided to the HR committee reviewing the lactation rooms.

7. **Dual Career Assistance Program:** Prof. Ohmer introduced Dorothy Mincy, Manager of Spousal Support and Placement. Ms. Mincy shared the history of the Dual Career Assistance Program which launched in May 2007. She distributed a brochure which outlined those eligible to participate as well as the services provided by the program. She gave a statistical summary of the results of the first year of service and fielded questions from the committee. Ms. Mincy noted that the service was available to faculty being recruited as well as to faculty who have been at Notre Dame. In conclusion, she asked that the committee help inform others about the program and direct any further questions to her.

With no further business remaining, Prof. Ohmer adjourned the meeting at 5:17 p.m.