

**UNIVERSITY COMMITTEE ON WOMEN FACULTY AND STUDENTS
UNIVERSITY OF NOTRE DAME
MEETING OF MAY 4, 2009
9:00 a.m. – 10:30 a.m., Room 500, Main Building**

Members present: Lauren Cummings, Susan Dunn, Sallie Hood, Sharon Hu, Ken Milani, Susan Ohmer, Carol Tanner, Allison Regier

Members absent: Amy Barrett, Laura Carlson, Angie Chamblee, Mary Rose D’Angelo, Lauren Gamboa, Karen Graubart, Amber Handy, Jessica Kayongo

Permanent Invited Guests present: Kathryn Lam, Recorder; Catherine Pieronek, Assistant Dean for Academic Affairs, College of Engineering

1. Approval of minutes: Subsequent to the meeting, the minutes of the February 19, 2009 and March 26, 2009 meetings were approved by email vote.

2. Response from Faculty Senate to our report: Prof. Ohmer redistributed copies of the “Response of Faculty Senate to Reports on Recruitment and Retention of Women and Minority Faculty.” She said she met with Tom Gresik, Chair of Faculty Senate, to let him know for which particular items in the Committee’s report the Committee would like the support of Faculty Senate. In response to the recommendation for increased data collection, to which the Faculty Senate lent its support, Prof. Ohmer said the Provost agreed to provide such data to Prof. Ohmer, in conjunction with her new role as Assistant Provost. In a related data collection item, Prof. Ohmer said that Chris Maziar, Vice President and Senior Associate Provost, presented a salary equity study to the Academic Council at its April 28, 2009 meeting and will continue to do so annually. After summarizing the components of the Faculty Senate’s response, Prof. Ohmer stated that the response was provided to both the President and the Provost and is now posted on the Faculty Senate website.

3. Response from President and Provost to our report of May 2008: Prof. Ohmer informed members that the letter from the President and Provost in response to the Committee’s report is posted on the Provost’s website. She highlighted the key recommendations adopted and mentioned in the response. She noted that she and Don Pope-Davis, Vice President and Associate Provost, agreed to coordinate oversight efforts relating to female faculty and faculty of color. She also mentioned that a working group was being constituted to formulate specifics and priorities of the oversight efforts that she and Prof. Pope-Davis will have responsibility to implement.

Through the discussion, Prof. Milani recalled that an Affirmative Action committee existed in the past and involved two representatives from each college. Prof. Ohmer said that she would look into the matter further. She also said that she and Prof. Pope-Davis will focus on faculty mentoring this summer. They will likely seek the thoughts of the Committee as to what it has seen that works and what does not work in regards to mentoring relationships and structured

programs. Prof. Ohmer informed the Committee that Prof. Maziar is looking into part-time appointments and considering standardizing policies around such arrangements.

Finally, the Committee discussed the possibility of developing stronger relationships with successful women alumnae in the Michiana area. These alumnae might appeal to talented young women at Notre Dame and help connect the alumnae with campus.

4. Dependent children on research assignments: Prof. Ohmer shared an email from Prof. Graubart who “succeeded last fall in getting [Institute for Scholarship in Liberal Arts] ISLA (through Ruth Abbey) to agree that faculty research funds awarded through them can be used to pay for airfare of dependent children who have to travel with faculty. Those funds would be taxable, but at least we can now use ISLA grants to pay for children’s airfare if we have to bring them on our extended trips.” Recently, the Kellogg Institute for International Studies informed Prof. Graubart that they have agreed to do the same (i.e., anyone applying for faculty research funds through Kellogg can request funding for dependents’ airfare as well).

5. Update on student initiatives: Ms. Cummings provided an update on the progress of “A Resolution Proposing a Review of the University’s Sexual Assault Policy” (SS0809-19) that was unanimously supported by the Committee at its February 19, 2009 meeting. Since that time the resolution and an accompanying report (which outlined associated recommendations) was sent to the Committee on Sexual Assault Prevention (CSAP). The CSAP approved the report and will soon deliver it to Fr. Mark Poorman, Vice President for Student Affairs, for his review.

To keep people informed of the progress on this initiative, Ms. Cummings said the CSAP plans to submit an article to *The Observer* before Commencement. She said that the Committee can be most helpful going forward by maintaining its support and being a resource for the CSAP to come to for ideas and recommendations. The CSAP is still considering a number of issues, including how to define consent and what role restorative justice might play in the process. Ms. Cummings urged faculty with expertise in such areas to offer their guidance on these issues.

Prof. Ohmer said that she will write Ann Firth, Associate Vice President for Student Affairs, to ask if there is an update she can provide to the Committee about this issue. Ms. Pieronek emphasized the importance of this issue and to keep it on the Committee’s radar screen, as such issues can lose attention as students graduate.

6. Summary of activities: Prof. Ohmer noted that the Committee did not have a formal charge for the year. However, she said that the Committee did help accomplish concrete results by lending support and making recommendations to a number of initiatives. She reviewed the activities to which the Committee lent its support during the 2008-2009 academic year:

- The Office of Dual Career Services has expanded to include spouses of current employees, in addition to newly hired employees.
- Income tiers at ECDC have been adjusted so that families will receive increased subsidies.
- Lactation rooms will be opened on campus for nursing mothers. Mothers will be provided with equipment and the rooms will be open to all employees and students who need them.

- Four faculty met with the Provost as part of the Mapother lunch initiative, including committee member Amy Barrett.
- Faculty were invited to participate in the ImproveND survey.
- The UCWFS formally supported two resolutions drafted by the Student Senate Committee on Gender Issues asking that the University review and evaluate the effectiveness of its policies on sexual assault, rape and sexual misconduct.
- Two representatives from the UCWFS will be included in the standing committee from Notre Dame that meets annually to discuss ECDC.
- Susan Ohmer has joined the University Benefits Committee and will keep the UCWFS informed of new proposals.

Prof. Ohmer also shared two future activities of the Committee:

- Don Pope-Davis and Susan Ohmer will work with deans and chairs to establish and monitor programs to improve the recruitment and retention of women faculty and faculty of color.
- We will work with Linda Kroll to arrange a public presentation on ECDC during the fall semester.

7. Adjournment: Prof. Ohmer thanked members for sharing their great ideas throughout the year and noted the impact the Committee is having in regards to university policies and programs. With no further business to discuss, Prof. Ohmer adjourned the meeting at 10:05 a.m.