University of Louisiana at Lafayette  
Faculty Senate Committee on the Status of Women  
Report on meeting November 8, 2013  
UPDATED January 21, 2014  
Leslie Bary, Chair

All members were present: Bary (MODL), Hasha (SOCI), Lasala (ARCH), and Wooddell (SOCI), as well as student member Réaux (ENGL) and as guest Gentry (HIST-Emerita).

People with tasks to complete as a result of this meeting have their names bolded near a description of the task. Agenda:

1. Membership (Bary): we are six in all, five from Liberal Arts and one from Arts. Without making the committee too large, we should ideally have representation from other colleges, e.g. Sciences. Bary will seek such members.

   UPDATE: Susan Mopper, Professor of Biology, has joined and will help work specifically on issues related to salary/promotion equity.

2. Mission and scope (all): we are concerned with all matters affecting women on campus; these concerns will sometimes overlap with those addressed by other committees including the Committee on Underrepresented Faculty Groups. Just for the sake of clarity, Bary will ask HR whether women are in fact an underrepresented group among regular faculty (instructors and faculty at all ranks, except those holding administrative positions above that of department head).

   UPDATE: On 12/19/2013, HR sent requested data on numbers of faculty in each rank. Only at the assistant professor level are there as many women as men. Below that, the faculty is predominantly women, and above that, predominantly men. So women are in fact an underrepresented group at the Associate and Full Professor levels.

3. Senate agenda (Wooddell): a report was filed after our last meeting, but we have not been on the Senate agenda this year. Wooddell asked Bary to ask Jim McDonald to put us on the agenda in future Senate meetings.

4. Project on sexual violence prevention (Hasha): Hasha and other faculty members are applying for a Federal grant to fund a comprehensive program that would involve community partners. This program if funded will begin after September, 2014. In the meantime Hasha and Réaux are working to have resources on sexual violence prevention and useful information for victims presented at orientation for new students in Spring, Summer and Fall 2014. Note: we are looking at sexual violence prevention as a human rights issue; by sexual violence we do not mean only rape but issues such as domestic and intimate partner violence. Also, men and transgendered persons can also be victims of sexual violence; we aim to serve all such victims and raise awareness on campus generally, with a view to prevention. UL could become a leader and model in this area, and a strong prevention program would contribute to retention rates since one effect of sexual violence is weakened classroom performance and non-completion of degree.

5. Salary study (Wooddell): The report of the Senate ad hoc committee on the Provost's pay plan mentions this committee twice. Wooddell has met with the Provost who recommends we work closely with that committee to reach equity.