

WIC Meeting minutes:

In attendance: Shannon Coggan, Erin Hackel, Sarah Hagelin, Rian Kerrane, Diane Estrada and Diane Turner

Guest speaker: Joanne Addison

Date: 19<sup>th</sup> March 2014

Discussion on sourcing funds for the committee and future activities.  
Faculty assembly money under restructuring.

Special Events requests possible through Provost  
Suggested Brenda Allen for initial request for funding events.  
Primary point person: Brenda Allen

Suggested Committee presence to CU Women Succeeding, annual symposium (Feb)

Judy Coe on the system wide WIC. Suggested guest for next meeting and also a possible contact to report back to our committee.

Can also think about an extra person as representative to add to the system wide WIC.

Reconnect with Clarissa Weaver- Women's Resource Center, invite her to meetings.

Continued conversation regarding advocacy with negotiating parental/family leave.  
Strategize how to achieve?

Case in Bio Engineering that required faculty to pay for own parental leave.

Begin with HR  
Survey with leave policy across campus and departments.  
Greg Rowe contact as speaker for future meeting

Advocate specifically dedicated to family leave.

Funding of leave policy from bio engineering

Point person within departments (Chairs)

Email Karin Rees for list department chairs, deans etc.  
Divide the responsibility: one question survey.

Do you have a funding leave policy beyond the university policy statement?

Attach documents as record and sample to minutes and communications with Department heads.

Rian to contact Greg Rowe and Judy Coe to attend next meeting, Date and time to be determined. FMLA policy.

Erin to contact Karin Rees

Hiring for new director for Center for Faculty Development.

Child Care on Campus question

Sharon contacting- Joy Berrenburg Faculty Assembly representative for AHEC on the Auraria board who might be knowledgeable on the child care facility rights/options/etc.

Drop in Day Care needed, flexibility.

Daniel Zieg (Today at CU Denver) on behalf of Faculty Assembly maybe write a story up on Family leave experiences to request submissions from faculty on their own stories. Perhaps a link to a Google doc. where folks can post short narratives.

WIC Meeting minutes:

In attendance: Shannon Coggan, Sarah Tyson, Erin Hackel, Sarah Hagelin, and Rian Kerrane

Guest speakers: Judith Coe, Faculty Assembly WIC & Academic Personnel Committee member and Greg Rowe UCD/ HR Consultant

Date: 4/16/14

Introductions

CU system wide faculty council Women' Issue Committee presentation from Judith Coe Web site (Judy will share the link)

The faculty council committee has representatives from all the universities in the system and meets Friday mornings at the 1800 Grant St. office.

New Co-chairs this year from the AMC Campus

Faculty Council

Initiatives come from various sources including leadership positions in Faculty council and include the following topics:

- Breast feeding spaces on all the campuses

- Family leave issues

- Equity issues (salary issues)

- Workplace power and politics-works place bullying.

- Workplace environment.

Big push and committee focus on the Women's Symposium

In recent years the symposium focus has been on staff rather than faculty events Although there are some common challenges, goals, etc. such as an overlap in FMLA interest for staff and faculty these are also recognized differences that while some core areas overlap career paths are different.

Important to help women faculty as a focus and recent dialogue in the system wide committee continues to explore how staff organizations could plan their own workshops and event planning.

Looking forward to more of a faculty driven symposium. Has been increasing in size and this is an issue with finding a location at the Downtown campus. May be here next year.

Submissions are through open call and some professional proposals presented along with staff focused panels.

Staff more than faculty seems to contribute. Question was raised as to why this is the case.

How do we coordinate efforts? And not overlap.  
Sub committee has not had representation in recent years  
Erin will reach out to the co-chairs to have someone from this committee seated on system wide Faculty Council committee.  
N.B. Need strong liaison between committees to avoid redundancy and to strengthen initiatives.

Judith Coe also spoke about the Academic Personnel Committee  
Chair Pam Laird  
Vice Chair APC-Judy  
Working on a Faculty Grievance policies  
Report to come soon

No standard procedures across campus for handling grievances

Reviewing workplace environment issues  
Faculty By Laws Legal /HR

Discussion led by Greg Rowe:

Ombudsman links to GreggRowe's office to review legalities and reminded the committee of the Ethics Line: ominous whistle blower...

EEOC  
Equal employment Opportunities Commission  
Melissa Luna EEOC ADA office for the campus  
Bullying now an infringement.

Doug Kasyon  
Organization relations/learning Development (training)  
Invite to a meeting.

Gregg:  
FMLA is federal law 1993  
\*\*\*Job protection  
Sick leave or leave faculty responsibility  
federal law stipulates 12 weeks leave, can be terminated after that.  
(13 weeks for classified )  
who's covered- self, spouse, son daughter, employee parents only

ADA accommodations requested by employee can be supported by departments  
Furniture, reduced hours, etc. as prescribed by physicians

Short term disability needs to be activated.

Six months

Being aware is critical

Maternity

Six weeks

Long term disability

Medical condition exists while

Various solutions at discretion of chair or dean....

banking/stacking classes?

University policy is the reason. University buys the policy.

Military Law FML

Faculty Handbook

11 sick leave days at the end of the academic year

<http://www.ucdenver.edu/about/departments/HR/Pages/default.aspx>

Shannon Coggan reported on responses received regarding sturture and availability of  
faculty slots in the Auraria Early Learning Center from

The committee will give this attention next semester and it is an item on the agenda for  
the first fall 14 meeting (date to be decided)

Erin will communicate the committee survey question to department heads across  
campus:

“Does your department has a family leave policy in place for faculty and if so what is it?”

**Action items:**

Judith Coe will send names and contacts for co-chairs of System wide WIC

Erin to connect us with a representative from our committee to seat at the system wide  
level. Other thought, to have one of their committee members to present at out  
meetings?

Sarah Tyson will connect with Pam Laird regarding a presentation at our first meeting in the fall.

Women's Issues Committee Meeting  
9/8/14  
12-1pm

Arts 177

Erin Hackel, Rian Kerrane, Sarah Hagelin, Jo Luloff, Diane Turner, Sharon Coggan,  
Diane Estrada

- New member-Jo Luloff, Creative Writing
- Rian Kerrane to Chair WIC Fall Semester
- Erin Hackel to be Secretary
- Should members who don't attend meetings be shifted to another committee? Specific people assigned to committee have not attended for more than one semester
- Sarah Hagelin to send survey questions on Parental Leave policies to Deans and Chairs
- Riane Kerrane to attend system wide Women's Issues Committee on the 3<sup>rd</sup> Friday of each month
  - Submissions and topics solicited for upcoming Symposium February 26<sup>th</sup> and 27<sup>th</sup>
    - Round table discussion on Parental Leave experiences a possibility
- Meetings set for first Mondays in each month October 7<sup>th</sup>, November 3<sup>rd</sup> and December 6<sup>th</sup>.
- Sarah Hagelin reported on MAC Committee and FCQ reforms

Womens Issues Committee  
Meeting Minutes- 10/6/14  
12-1pm  
Arts 177

Attending:

Sarah Hagelin, Erin Hackel, Sharon Coggan, Rian Kerrane, Jo Luloff, Diane Estrada, Sarah Tyson

- Sarah Hagelin reporting on responses from Chairs and Deans. In general, Departments and Colleges are working on an ad hoc basis under the general umbrella of the University policy.
- Discussion of tuition benefit policies and whether policies are the same across campuses
- Lactation rooms
- Rian Kerrane reported on the CU Womens Succeeding Symposium, which is seeking proposals until the end of October.
  - Round table on parental leave as a potential proposal discussed.
    - Rian to contact Symposium administrators to see if this would be an appropriate submission
    - Rian to contact Greg Rowe about disseminating the official policy.
- Discussion of alleged forced retirement of CU Boulder faculty member for controversial lecture.



Women's Issues Committee  
Meeting Minutes  
November 3<sup>rd</sup>, 2014  
12-1pm  
Arts 177

Attending: Rian Kerrane, Erin Hackel, Sharon Coggan, Diane Turner, Jo Luloff, Sarah Tyson, Linda Free, Robin Mobbs, Jana Everett

- New and returning members in attendance today: Linda Free, School of Business, Robin Mobbs, School of Public Affairs, Jana Everett, Political Science
- Recap of survey of Deans and Chairs re: Parental Leave Policy. Results indicate a lack of formal policy in Colleges. Several have ad-hoc policies.
  - Committee members asked to read document summarizing findings and report thoughts back to Rian
  - Models of policies from other Universities should be gathered so WIC can generate ideas to forward to system wide committee for further conversation
- Title IX- meeting with legal team to discuss sexual harassment/assault at the APC meeting in November