

Faculty Assembly Committee on the Status of Women Meeting of May 3, 2018

Present: Nicole Beer, Cristina Gillanders, Stephen Hartke, Nikki McCaslin, Sara Yeatman

Discussion:

We discussed membership and officers for next year. Cristina volunteered to be chair, Sara to be vice chair, and Stephen to be secretary. As a tentative schedule, the 2nd Thursday of the month was proposed, but this will need to be discussed further once the membership for next year is finalized.

Stephen will contact Lee Potter about updating the mailing list.

Cristina reported back on her investigations on child care and elder care. CU Boulder has an arrangement to provide last-minute care; see [www.sittercity.com/CU](http://www.sittercity.com/CU). Cristina is continuing to investigate how this benefit is provided. Part of the discussion was for the university (or our committee) to provide better links/information for daycares that have a relationship with the university.

Stephen presented the policies for family medical leave and for the birth/adoption of a child. It was noted that some departments/colleges provide more paid leave above the university baseline. What should the baseline be? Should we advocate for more? There are issues on balancing the cost of this leave. Sara will research policies at other universities. Is the information for our university easy to find? Could we also help to provide this information? Other discussion points: What happens for people in the first year who are not yet eligible for FMLA? Should the committee endorse a statement of values?

Nikki presented her summary of the plans for the Women's Suffrage Centennial. Nicki B. pointed out issues of language: "celebrating the 19th Amendment" vs "celebrating women's right to vote" since there were still barriers for some women (eg black women) to vote. We discussed the possibility of presentations, exhibitions, streaming movies on the discovery wall in the library. One theme could be: continuing barriers to voting.

Faculty Assembly Committee on the Status of Women

Meeting of September 13, 2018

Present: Linda Fried, Cristina Gillanders, Stephen Hartke, Nikki McCaslin, Sarah Tyson, Sara Yeatman

Meeting started with introductions of present members.

The minutes from the previous meeting on May 3, 2018, were approved.

Discussion items:

+ We are continuing to investigate Boulder's child/elder care service, but it has been very difficult to get information. Someone mentioned previous discussion about creating a listserv/message forum for people to connect on the Denver campus; also make an (HR?) website to list resources (ie, the on-campus child care is not well known). We might have more leverage if we had a request made by the Faculty Assembly.

+ A question was asked about parking passes for pregnant women. A member pointed out that a woman's doctor should be able to give her the paperwork for a temporary disabled person's pass, which could then be used on campus. Another member thought it would be a good idea to give information out about this when someone applies for leave.

+ A member pointed about the updated parental leave policy, which increased benefits for 12-month faculty and staff and clarified parental leave for 9-month faculty. Someone mentioned there is one person in HR responsible for family and medical leave issues, and will look into inviting her/him to a future meeting. Someone else mentioned that the rules about sick leave for faculty are very confusing; it would be great to have more clarity.

+ A member reported on plans to celebrate the Women's Suffrage Centennial. The key dates are: Dec 29, 2019 (centennial of Colorado women getting the right to vote), March 2020 (national women's history month), and August 20, 2020 (centennial of 19th US constitutional amendment). We should reach out to others to coordinate our efforts. A member volunteered to contact the state government, Colorado Historical Society, and the Denver Public Library. Others volunteered to contact Women and Gender Studies and Faculty Council Women's Committee. Someone suggested that maybe the campus speaker that frequently bridges black history month (Feb) and women's history month (Mar) could focus on this topic.

+ An issue was raised to bring to the Faculty Assembly: some people who have raised Title IX issues have either had no resolution or "no finding" after a long time. Can we ask the Office of Equity / HR to give a summary report on the outcome of cases and how long it takes to resolve them? Someone suggested making a formal petition to the Faculty Assembly. A member will draft a proposal, and will send it to the committee for feedback before we present it to the Faculty Assembly.

+ We need volunteers to represent our committee at meetings of the university-wide Faculty Council Women's Committee. Various members have gone this in the past. The meetings are frequently 9am-11am at 1800 Grant St.

+ A member reported back from the Faculty Assembly: the university president search, and Article V revisions.

+ There was a conversation about how we can get new committee members, particularly from unrepresented schools. Someone will contact people in Engineering, another will contact people in the Architecture school.

+ Future committee meetings will be the 2nd Thursday of the month at 12:30pm.

Faculty Assembly Committee on the Status of Women

Meeting of October 11, 2018

Present: Cristina Gillanders, Stephen Hartke, Sarah Tyson, Sara Yeatman

The minutes from the previous meeting on September 13, 2018, were approved. It was decided that individual comments from committees members would not have the speaker listed in minutes that are publicly posted on the committee's webpage.

We discussed child and elder care to see if a service similar to Boulder's could be done for the Denver campus. This has been brought up with the Faculty Assembly Executive Committee, and will be brought up with the full FA. It seems the service connects employees with providers, but it's not clear what the cost would be to the university.

A representative of the committee attended the system Faculty Council Women's Committee on September 21, 2018. The main discussion items were planning for the annual Women's Symposium. There was also discussion of the Gee Award.

We discussed the draft of a proposal to the FA about summary reporting on Title IX and similar complaints to the Office of Equity and HR. A few suggestions were made for small editorial changes. Also, it was reported that CLAS Council is also interested in hearing the results of the report.

Members who attend the FA reported on current issues being discussed.

We discussed inviting new members to be on the committee. Invitations have been sent, but no response yet.

Faculty Assembly Committee on the Status of Women

Meeting of November 8, 2018

Present: Sebawit Bishu, Maryam Darbeheshti, Linda Fried, Cristina Gillanders, Stephen Hartke, Erin Heckel, Nikki McCaslin, â€Jenny Steffel Johnson, Sarah Tyson, Sara Yeatman

Since we had new members present, we started with introductions.

The minutes from the previous meeting on Oct 11, 2018, were approved.

Tom Beck from the Faculty Assembly Ethnic Diversity Committee came to discuss the report on the Experiences of Ethnic Diverse Faculty at CU Anschutz and Denver: Research Report produced by Ibrahim and Donovan. Particularly, the question was discussed of whether our committee would support having a point person in the campus administration who would help support faculty from underrepresented groups. Discussion on this topic included several issues. Would a point person in the campus administration be able to effectively address climate issues (that showed up in the survey responses)? Would this be better handled within colleges/schools? There most likely need to be multiple stages of improving the climate, and the point person could be one part of this. The College of Arts and Media had a survey done by the Office of Equity to assess the climate, but very little change occurred afterwards. We hope the same thing does not occur with this report.

Our committee will discuss this issue further.

Our proposal to the Faculty Assembly about summarizing the outcomes of Title IX cases was taken to the FA Executive Committee. There was discussion about what happens if we receive the report---is there any accountability? Related to the Title IX cases is the FAST (Faculty and Staff Threat Assessment) group in HR, and whether they are appropriately qualified and informed to make decisions. The CLAS Council wants to support our proposal, as their own inquiries have raised concerns about understaffing in HR and the Office of Equity and the keeping of records.

For our ongoing issue of Child and Elder Care, a member will be meeting with someone in HR to discuss further.

A member reported on plans for celebrating the centennial of women's suffrage. The member will attend a meeting at the Center for Colorado Women's History, which is helping to coordinate various events. Rebecca Hunt is a campus rep, and will be invited to our next meeting. Colorado had women's suffrage in 1893, which was the second state after Wyoming.

Updates from the Faculty Assembly were given.

For the next meeting on Dec 13, 2018, we should bring ideas about a point person in the administration and ways that we can change the climate.