

Faculty Assembly Committee on the Status of Women

Meeting of February 7, 2019

Present: Linda Fried, Cristina Gillanders, Stephen Hartke, Jenny Steffel Johnson, Sara Yeatman

Associate Vice Chancellor Nelia Viveiros attended the meeting to give feedback on our Faculty Assembly proposal for summary information from the Office of Equity and HR on Title IX and similar complaints. Viveiros had some specific language suggestions for our proposal. She also discussed ways to partner with the university administration to achieve change. One discussion item was spending resources on reactions (investigating complaints, etc) vs being proactive to prevent issues (improved and more frequent training, etc).

She also discussed possible changes that Secretary of Education Betsy DeVos is considering issuing for guidance on how to deal with Title IX and Title VII complaints.

Based on our discussion, a member will revise the proposal, then send to everyone on the committee for feedback and approval. The official proposal to the Faculty Assembly will request the report from the Office of Equity and HR. Once we have the report, we might request more information. We will then analyze the results and make recommendations.

The minutes from the previous meeting on Dec 13, 2018 were approved.

A member has been attending organizational meetings for the Women's Suffrage Centennial, and will provide an update in the future.

A member reported that faculty use sick leave only if a substitute needs to be hired. This language was previously in the HR guide but was removed in the latest update. One of the CLAS HR people is following up why this was. The policy is currently being revised.

A member provided an update on child care information. HR didn't have money to pay for the service that Boulder uses. We're considering making a list of websites that could be used; maybe this could be put on the main university webpage of Faculty and Staff resources. Another thought is to create a place where students and faculty/staff can advertise or seek child care services. Perhaps Handshake could be used or provide a model.

Update from Faculty Assembly. Most discussed was the item that a survey showed that the university's image has improved recently.

Faculty Assembly Committee on the Status of Women

Meeting of March 7, 2019

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

The minutes from the previous meeting on Feb 7, 2019, were approved.

The committee's proposal on summary reports from the Office of Equity and HR was approved by the Faculty Assembly, with some minor modifications. The chair of the Faculty Assembly then sent the letter to university administration.

A member is putting together a list of child care resources, modeled on the list for Anschutz. She will contact HR on where this information should be posted on the university website. She will investigate how students can list child care services they provide on Handshake, or faculty/staff/students listing they are looking for child care services.

A member reported on the meetings of the Colorado Women's Suffrage Collaborative, which is coordinating activities across the state. They have a speaker's bureau (list of potential speakers, some from the Colorado Women's Hall of Fame), and the member said that speakers could be hosted at the Auraria Library. Another possibility is a virtual tour on the Discovery Wall at the library. For next time, we should think about the possibility of activities in each college.

The next meeting is April 4, 2019. Farah A. Ibrahim will attend the meeting; she authored a report on the Experiences of Ethnic Diverse Faculty at CU Anschutz and Denver. Tom Beck (chair of Faculty Assembly Ethnic Diversity Committee) is also invited to attend. We will discuss with them the status of minority women on campus. We will also discuss what they see the role of faculty committees are, and our committee in particular. Send any questions about the report (or about other discussion items) to Cristina before the meeting.

We had an update from the Faculty Assembly. The major items were: should professional plans be required for post-tenure review; replacement for FERPA; state funding in the budget.

Faculty Assembly Committee on the Status of Women

Meeting of April 4, 2019

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

Thomas Beck (chair of Faculty Assembly Ethnic Diversity Committee) and Farah Ibrahim (past chair of the FA Ethnic Diversity Committee) attended at the beginning of the meeting to discuss our committee supporting a proposal to the administration to have a point person in the administration that faculty can go to with issues (such as biases in the tenure and promotion process, pay differential, etc). The question was asked how this position would be different than the Vice Chancellor for Diversity and Inclusion position currently held by Brenda Allen. It was mentioned that the Vice Chancellor position is too high level, has many constituencies, and is particularly focused on students. Perhaps the request for a new position should be combined with re-defining the Vice Chancellor position or having a say in the person hired to fill that position after Allen retires. Ibrahim also mentioned the possibility of bringing back the faculty ombudsperson position, and discussed some of the issues with the position not being effective previously. The campus Ombuds office might not be effective enough as they do not have someone experienced with handling particularly these issues. Other discussion was about the role of the Center for Faculty Development. Going forward, this issue will be discussed with the FA Executive Committee.

The chair received a letter from Carolyn Brownawell (Associate Vice Chancellor and Chief Human Resources Officer) and Nelia Viveiros (Associate Vice Chancellor for Academic Operations) addressing the letter sent by the CLAS Council. The letter seemed to also be a response to the Faculty Assembly's letter initiated by our committee. The administration letter was shared with the committee. The chair will send a response acknowledging receipt and that we will consider it at our next meeting.

We discussed a student-initiated proposal to freely provide feminine hygiene products in CU Denver buildings on the Auraria campus. There was some discussion about how the products would be supplied such that they would be reach the intended audience and not be stolen. The committee unanimously voted to support the proposal.

For our next meeting on Thu May 2, we will discuss the administration response to our Faculty Assembly request and plans for celebrating the centennial of women's suffrage.

Faculty Assembly Committee on the Status of Women  
Meeting of May 2, 2019

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

Frida Silva (Vice President of CU Denver Student Government Association) and Esther Bellinsky (undergrad student) presented about their proposal to provide free feminine hygiene products in bathrooms in CU Denver buildings. They described the origins of the initiative. There are two proposals: one that includes research citations, student stories, and explains how the budget was calculated. The second proposal is very short, with just the specific action items. The proposals present three different options, with different amount of coverage and different costs. Ultimately, they would like the entire Auraria Campus to participate, but they are starting with CU Denver.

Discussion: Some departments have done this with local bathrooms in their buildings. Could this data be used to justify a broader pilot? The three Auraria Campus institutions' student governments have contributed to projects at the Auraria Library, which was then matched by institutions' administrations. Would a joint effort work?

The students asked the committee for a letter of support. A member will draft a letter to share with the committee.

A member will prepare a year end report of the committee's activities for the Faculty Assembly.

The minutes of the previous meeting were approved.

We discussed a response to the administration letter about our letter requesting summary reports from the Office of Equity and HR. We will ask Nelia Viveiros to attend one of our first committee meetings in the fall for an update. We will write a response saying that we are encouraged by the administration's response, but still have concerns, such as an HR tracking system, OE reports providing relevant data, and having a larger climate survey. Two members will draft a response and send it, probably after the semester ends.

For next academic year, the chair is willing to serve as chair again. One member is rotating off the committee, so a new secretary will be needed. A member volunteered to attend the Women's Committee of the system-wide Faculty Council (in the past, the chair has tried to do this).

We had a short discussion of Mark Kennedy as the finalist for university president.

We discussed the women's suffrage centennial. A member has a "toolkit" from the state-wide planning, including information on events and a shared calendar. The Auraria Library may be able to sponsor some of the events. This will be one of the first items to discuss in the fall.

## UCD Committee on the Status of Women, meeting Oct. 10, 2019, Minutes

In attendance and attending via Zoom: Cristina Gillanders (Chair, Education), Sara Yeatman (Vice Chair, CLAS), Anna Warrener (Anthropology), Linda Fried (Business), Sandy Zook (PAIS), Laurel Beck (Biology), Maryam Darbeheshti (Engineering), Nikki McCaslin (Secretary, Auraria Library), Heather Johnson (guest, Co-Chair of Faculty Council Woman's Committee), Joanne Addison (guest, English, former Faculty Assembly Chair)

### Childcare:

We are interested in bringing together early learning education students who need money with faculty who need childcare. Boulder has a list of resources on their Human Resources website. Can our campus get something like this? It costs Boulder \$25-30,000 annually to run this.

Our family leave and sick leave exists, but is not yet online.

Full day childcare costs are around \$15,000 per year for a single child, \$30,000 for two children. Around 59% of women in academia have considered leaving work just because of daycare expenses. We need to advocate for the bigger picture of retention of faculty and students. Explore ways to help subsidize daycare and get extra help in the summer. Cooperate with the YMCA programs for reduced price and connect with the Denver City Center preschool programs. Are there any large or small funds available? What will be the effect of full-day kindergarten and universal Pre-K? We can frame the need for cheaper childcare conversation in terms of loss of production, attrition rate and retention of students and faculty.

If anything happened to one of the children during care, who would be responsible? Insurance issues?

We may need to do a survey to find out how many students and faculty we have with children needing daycare.

We should include fathers and custodial grandparents in the primary care givers survey.

### Action items:

Meet with Bob Damrauer regarding grants.

Do a literature review regarding retention and childcare.

Anna will look for connections with existing structures and programs, such as the YMCA.

Learn who is doing culture surveys on campus and see if we can tie our survey in there.

### Faculty Council Women's Committee Spring Symposium:

Faculty Council Women's Committee would like the Denver campus to host the 18<sup>th</sup> annual Women's Symposium for the next two years. They can offer funding and staff support.

This event has become too large is mainly attended by staff members, rather than university women faculty, for whom it was intended. They would like us to host a shorter conference, preferably on Friday March 6<sup>th</sup> or 13<sup>th</sup>. The Elizabeth Gee award will be given at the symposium, which is the only university award meant for outstanding contributions to women's issues. The winner traditionally gives a 20-30 minute talk. They would also like to invite Chancellor Dorothy Horrell to give the opening address, as she is set to retire this year. They would like the symposium to go from 10:00-2:00 or 11:00-2:00 with these two speakers, the Gee award, lunch and ten or twelve tables, each with a theme and theme leader, in which faculty could bring and discuss their pet projects. Our committee would be responsible for co-selecting themes and other planning.

The committee members agreed to host this symposium.

Respectfully submitted, Nikki McCaslin

UCD Committee on the Status of Women, meeting Nov. 14, 2019, Minutes, Amended

In attendance and attending via Zoom: Cristina Gillanders (Chair, Education), Sara Yeatman (Vice Chair, CLAS), Jenny Steffel Johnson (Urban & Regional Planning), Linda Fried (Business), Maryam Darbeheshti (Engineering), Nikki McCaslin (Secretary, Auraria Library)

Minutes from October 10, 2019 approved with corrections.

Childcare:

It is difficult to obtain accurate information about faculty, staff and students who need childcare. We might be able to learn how many children are on faculty and staff insurance programs, but that would not be accurate. Still it is a start. There is no data kept for students on this.

Someone is trying to get a drop-in daycare started at the Wellness Center. We need to find out who is spearheading this. Also, there is a great need for daycare in the Summer, especially during the week or two before the new semester starts. Nights are also problematic for people needing daycare.

Next steps: we would like to take a multi-pronged approach. Perhaps the campus daycare could reserve spots for our faculty, staff and students. We can contact the YMCA about their programs, look at Boulder and Anschutz models, check on internships with Education students, speak to Linda Bowman and find out ways to collect better statistics. We need to tie childcare program initiatives to retention.

CU Women Succeeding Symposium 2020

The symposium is scheduled for March 6, 2020 at the CU Denver Student Commons, ACAD 2500. Time TBA.

We were asked to come up with 5-6 table topics and potential table leaders for the luncheon. We selected the following:

How work as scholars affects educational policy

Women's history (Suffrage Centennial)—Rebecca Hunt

Work/Life balance

Women in STEM

Navigating academic promotion

Community activism and involvement—Nolbert Chavez

Respectfully submitted, Nikki McCaslin

