

FAWC Minutes: February, 2, 2024, 10:00 am – 11:30 pm

Mission: The committee is associated with the University of Colorado Faculty Council Women's Committee and continues to address the concerns of women-identifying faculty including:

- *Assessing the cultural climate of the university as it pertains to opportunities of women-identified faculty for academic advancement, productivity and appropriate compensation*
- *Making recommendations for creating an academic environment that fosters the academic success of women-identified faculty*
- *Working to assure fairness in the recruitment and retention of women-identified faculty*
- *Developing support networks and recommending policy to address the needs of women-identified faculty*
- *Providing access to resources and opportunities to Professional Development and Networking*

Attendees: Robin Kempf, Nicholas Tapia-Fuselier, Gabriela Martinez Mercier, Cindy Rhoads, Paige Whitney, Ji Hyun Oh, Angela Bender, Emily Skop, Karin Larkin, Jessi Smith, Leilani Feliciano, Minette Church, Anna Kosloski, Jennifer Kling

I. Reports to FAWC

- a. Nick Tapia-Fuselier, Faculty Fellow, presented on the progress of the Service Equity Task Force. After completing a scan of the literature, the Task Force's next steps are to survey UCCS faculty about the topic and convene several focus groups to identify tools that will help reduce inequity. Please encourage your colleagues to participate in the survey and focus groups. There will be incentives.
- b. Assistant Vice Chancellor of Human Resources, Angela Bender, reported on the progress of the Compensation Task Force. The task force has representation from all colleges and shared governance groups. The current project is to identify priorities among UCCS employees about needed changes for compensation structure. A significant response rate is critical for this project. The survey link was shared.
- c. The Faculty Representative Assembly has not yet met this semester, so there is no report yet.
- d. Activities of the System-Wide Committee include an upcoming virtual session on service workload equity. There are also plans to develop new systemwide awards as the Gee Award has used up its funding. The selection process for the UCCS Chancellor is also a topic of discussion.

II. Spring 2023 Mini Grants

- a. The call for the mini grants will be sent out at end of February, with goal to have the applications turned approximately a week before spring break. This semester's review committee includes Anna Kosloski, Ji Hyun Oh, Gabriella Martinez Mercier, Paige Whitney

III. Discussion

- a. FAWC Award-recognizing a UCCS faculty member's commitment to gender, sexuality, and women's issues

- i. The draft developed by the subcommittee was reviewed and some clarifications were suggested. The consensus of the committee was that they did not wish to require candidates to provide evidence of their work, and that a CV and references would be sufficient. The primary reason for this was that often this type of work does not produce a traditional output that can be easily captured for review. The committee also endorsed the size of the award \$3000 and discussed various ways to obtain the money, which will be explored by the subcommittee.
 - ii. The review committee will consist of Jen Kling, Robin Kempf, Gabriela Martinez Mercier, and Ji Hyun Oh
- b. Robin Kempf is putting together a team to hike Pikes Peak Project with pikespeakchallenge.com. She will invite FAWC members, their friends and family to join her team

IV. Upcoming Meetings Dates and Times

- i. April 5 10:00-11:30 am
 - 1. Elections for incoming chair of FAWC will be held