# FAWC Minutes: Friday, April 5, 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, Catherine Simmons, Leilani Feliciano, Malika Marrus, Emily Skop, Gabriela Martinez Mercier, Jessi Smith, Paige Whitney, Ji Hyun Oh, Jennifer Kling

1. **Welcome**
2. **Reports**
   1. The Service Equity Task Force has launched the survey and convened focus groups. The faculty fellows, Nick Fuselier and Mandi Elder, will be crunching data and developing recommendations about tools that departments can use. A report will be provided to the Faculty Representative Assembly
   2. The System-Wide Committee
3. **Spring 2023 Mini-Grants**
   1. Grants are being reviewed now by the subcommittee. Decisions should be made by the end of April.
4. **Discussion**
   1. **FAWC Award**
      1. Currently, we have a funding issue that we need to address before moving ahead. The preferred size of the award is $3000. Robin Kempf approached the provost, but because of the budget issues, she would not commit the money either as one-time funding or as base funding. The DEI Division generously offered $500 (thank you, Rame Hanna!), but that amount is insufficient. To endow a $3000 award would require approximately $50,000-100,000, which is out of reach.

The committee brainstormed possible sources of funding. The chair will first approach UCCS Advancement for advice and then approach the other organizations.

1. **Other Business**
   1. **Vote for incoming chair**
      1. The voting committee members unanimously elected Jennifer Kling for the incoming chair 2024-2025. She will work alongside Malika Marrus, who will be the chair, and Robin Kempf, who will be the outgoing chair.
   2. **Committee Member Recruitment**
      1. Per FAWC bylaws (<https://facassembly.uccs.edu/bylaws>), “The Faculty Assembly Women’s Committee consists of six to eight executive voting members. Members shall be broadly based and shall ideally include a faculty representative from each of the existing UCCS colleges, currently including Letters, Arts and Sciences; School of Public Affairs [College of Public Service]; Beth-El College of Nursing & Health Sciences; College of Business and Administration; College of Engineering and Applied Science; College of Education; and the Kraemer Family Library. Each member of FAWC will serve for one and up to two consecutive three-year terms. FAWC will meet with and work closely with the UCCS Women’s Advisory Committee (UWAC).”
      2. The following list shows next year’s committee.

2024-2025 Faculty Assembly Women’s Committee

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 2024-25 Outgoing Chair | Robin Kempf | [rkempf@uccs.edu](mailto:rkempf@uccs.edu) | CPS | 2022-2025 | 1st term |
| 2024-25 Chair | Malikah Marrus | [mmarrus@uccs.edu](mailto:mmarrus@uccs.edu) | CPS | 2021-2023, 2023-2025 | 2nd term |
| 2024-25 Incoming Chair candidate | Jennifer Kling | [jkling@uccs.edu](mailto:jkling@uccs.edu) | LAS | 2022-2025 | 2nd term |
| 1 | Katherine Mack | kmack@uccs.edu | LAS | 2020-2023, 2023-2026 | 2nd term |
| 2 | Ji Hyun Oh | [joh@uccs.edu](mailto:joh@uccs.edu) | COE | 2022-2025 | 1st term |
| 3 | Paige Whitney | [pwhitney@uccs.edu](mailto:pwhitney@uccs.edu) | CoNHS | 2022-2025 | 1st term |
| 4 | Farida Khan | fkhan@uccs.edu | LAS | 2023-2026 | 1st term |
| 5 | Gabriella Martinez Mercier | [gmarti11@uccs.edu](mailto:gmarti11@uccs.edu) | KFL | 2023-2026 | 1st  term |
| 6 | Pam Russell | [prussell@uccs.edu](mailto:prussell@uccs.edu) | COEAS | 2023-2026 | 1st term |
| 7 |  |  |  |  |  |
| 8 |  |  |  |  |  |

For next year, we could use a representative from the College of Business. The attendees brainstormed a few possibilities. The chair will reach out to learn about possible interest.

There was a request for the list of advisory committee members, which will be sent out by the chair.

1. **Other business**
   1. Attendees discussed the fact that UCCS is losing its faculty of color. Furthermore, Black students, especially Black males, are feeling very uncomfortable in the present campus climate following the shooting incident in February. The chair will draft a letter expressing support for these faculty and students and circulate it for approval.
2. **Upcoming Meetings Dates and Times**
   * 1. This is the last meeting for this academic year. Fall 2024