

Faculty Assembly Women's Committee Agenda
September 4, 2020, 11:00am – 12:30 pm, TEAMS

Present: Karin Larkin, Judith Scott, Anna Kosloski, Deborah Sather Emily Skop, Jennifer Kling, Leilani Feliciano, Tisha Meniola Jessop, Minette Church, Farida Khan, Cerian Gibbes, Guest presenter: Chris Bell

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

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

Agenda:

I. Introductions and Committee Update

- a. Welcome new and returning members
- b. Mission of FAWC

II. Standing committee vs. Advisory Board responsibilities overview

- a. Active involvement from Standing committee members
 - i. Committee members are expected to attend at least 3 of our 4 meetings per year.
 - ii. Committee members are expected to participate in the planning/execution of at least one of FAWC's activities (e.g., Spring brunch, mini-grant program, workshops) each year.
- b. Advisory committee allows for our collaboration beyond the 10 designated seats from FA. We honor and value all the voices on our committee and especially welcome folks to be involved in the committee through attendance at meetings and participation in subcommittees, membership concerns, and events
- c. Assist with Membership concerns, e.g., tenured representation, Covid impact, etc.
- d. Replacement Standing Committee Members need College of Education and College of Business representation
- e. Representation on the System-wide committee
 - i. 2020-2021—Anna Kosloski (big thank you)

III. Brunch – Unfortunately postponed to Spring

IV. Programming for 2020-21 academic year

- a. Professional development series:

- i. “Career Decision Making for Women Tenure Track Faculty”: Making Choices That Matter: April 23, 2021 1-3 pm. Coordinators: Leilani Feliciano and Catherine Simmons
- b. Mini-grants – Fall, Spring

V. Microsoft Teams, Website

- a. Jennifer Eltringham helping with website, if need any additions/corrections let us know
- b. Adding documents to TEAMS for repository

VI. Updates

- a. COVID impact on gender task force (Leilani Feliciano)
 - i. Currently identifying membership on committee, meeting time, and agenda
 - ii. Working to coordinate with other parallel group so won't duplicate efforts
 - iii. Conversation on Covid Tenure Stop Opt-out
 - 1. Timing to make decision was short especially given the on-going impacts and those not fully felt yet
 - 2. Suggestion for FAWC to sponsor conversation for faculty on impact and creative solutions and distribute resources
- b. EDI/Faculty Assembly/Staff Council Listening Session
 - i. Listening in next Wednesday, Sept 9th 3-5 pm
 - ii. <http://view.communications.cu.edu/?qs=6e43997e83e39254821facd128b60ea7b204d7e3dc84810fba1f4b4cae9036d9d7850df373bc7b5bb2d30cc5bfd81074e6fc3b733c65477854a6005e853437bc9b8c3ccd618d0aa762bdbb3ae043f8d3>
- c. Faculty Mentoring Initiative (Chris Bell, Guest Speaker)
 - i. Formal mentorship program on group and individual level
 - ii. Survey sent out to faculty results N=100
 - iii. Discussed: preliminary results, qualitative responses, and action plan over next 4 months
 - 1. Chris will share results once fully compiled
 - 2. Will hold 6 seminars focused on Jr. Faculty needs as pilot program
 - 3. FAWC support can include:
 - a. mentors in one of session
 - b. Advertise and encouraging junior faculty to attend
 - 4. Future effort suggestions included: sessions on how to better mentor
- d. NCFDD (National Center for Faculty Diversity and Development) Judith Scott
 - i. www.facultydiversity.org
 - ii. Please join and spread the word to faculty and graduate students—emphasize that we need to use it to continue subscription
 - iii. Adding FAWC as co-sponsor to the event
- e. Purple Communication Protocol
 - i. Circulated earlier by President's office has been amended due to faculty response
- f. Provost Search
 - i. NTF representation added, Laura Eurich
- g. Maternity leave (Minette Church)
 - i. Little consistency in understanding and implementation of policies and procedures or even knowledge of benefits

- ii. Dean Vidler has guidance document from previous institution could help draft some LAS procedures
- iii. Sub-committee to address issue

VII. Other Business

- a. Upcoming Meetings Fridays, 11:00 am - 12:30 pm
 - i. October 23
 - ii. February 5
 - iii. April 2

Meeting Adjourned