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Sent:Friday, November 6, 2020 3:34 PM
To:faculty-l <faculty-l@lists.uccs.edu>
Subject:[faculty-l] Faculty Assembly Women's Committee Report

Message from:

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Hello, attached please find the Faculty Assembly Women's Committee report from our October 23rd meeting. If you have any questions or comments, please feel free to contact me.

Faculty Assembly Women's Committee Agenda

1. Updates and Announcements:

1. System-wide committee update included the introductory meeting that introduced the charge for the year that includes: planning for the Gee Award and CU Women's Succeed Conference. Also identify campus committees (per campus) related to EDI as well as overlap
2. Upcoming Programming:
 1.
 1. Career Decision Making for Women Tenure Track Faculty": Making Choices That Matter: April 23, 2021 from 1-3 pm in Kettle Creek 108— Coordinators: Leilani Feliciano and Catherine Simmons
 2. NCFDD Workshop: "Learn What the National Center for Faculty Development and Diversity (NCFDD) Can Do For You" on November 13 9:30-10:30 Teams led by Judith Scott
 3. Mini-grant Fall round has been announced. Submissions are due Nov. 16, 2020. Please consider applying.
 4. Discussion of Upcoming Listening/Action Sessions: EDI and Faculty/Staff Assemblies held listening session in fall. From that recognized themes for upcoming brainstorming sessions FAWC to help facilitate Furloughs & Impact on Productivity/Research/Merit & Promotion.
 5. NCFDD Update: Funding renewed for this year through August 2021 Please join and spread the word, www.facultydiversity.org There are currently 280 current members, 276 active including faculty and graduate students.

2. Reports from Subcommittees

1. Family Leave Subcommittee: members provided a recap on purpose and activities to date which included survey of peer institution policies and discussion with HR on current policies and practices.
 1. They also presented a document summarizing policies at peer institutions. Generally wide variety of policies implemented. General gist is there is no standard or consensus on family leave policies across institutions.
 2. Discussions with HR: provided summary report of current policies and practices. Provided a document that summarizes FMLA as implemented at CU. The committee had questions related to definitions of "year or 12 months", whether benefit is per occurrence, how the campus calculates hours/days etc. with teaching arose among others. The document also notes

other types of arrangement options for faculty, outlines tenure stop procedures for FMLA, and provided a link to the parental leave section of the CU policy 5062. Unfortunately, this link takes you to the landing page and finding the policy is difficult.

3. Information in the documents will be completed based on answers to the questions posed then added to the FAWC website to help others navigate this seemingly impossible labyrinth of Family leave options and policies.
2. Covid impact on faculty FAWC subcommittee related to COVID impact on female faculty with recommendations for RPT and Merit reviews. This is just beginning but will summarize mounting research pointing to the disproportionate impact of COVID on female faculty, collate campus data, and draft recommendations for merit and RPT actions. This white paper would be similar to the one created for bias in FCQ's and once complete will be available on FAWC website.
3. **Other Business**
 1. Discussion of FA Executive Committee resolution
 2. **Upcoming Meetings Dates and Times...**
 1. February 5
 2. April 2