

## Faculty Assembly Women's Committee

### Agenda

April 27, 2018; 10-11am

COH 3022

Attendees: Beth Daniels, Tisha Mendiola Jessop, Diane Belger, Judy Scott, Cathy Simons, Kristen Walcott-Justice, Anna Kosloski, Jennifer Eltringham, Karin Larkin, Cerian Gibbes, Katie Tomlin

- I. Old business – snapshot of the committee's work this year.
  - a. At our Fall brunch, FAWC conducted a town hall and solicited input about issues/concerns impacting female faculty. We ran 2 teaching workshops and 1 grant-writing workshop. All three events yielded strong turnout (approximately 20 attendees). We ran a mini-grant funding program in the Fall and are running another one in Spring. Finally, a sub-committee is working on a synthesis of the research on gender bias in student evaluations of teaching. Overall, we have had a productive and successful year.
- II. Spring Mini-grant program update
  - a. Timeline – review will be conducted next week. Announcements will be sent out soon thereafter.
  - b. Issue to resolve: should non-faculty employees be eligible to submit?
    - i. We've moved this to the Fall when we will be considering FAWC's mission. We will consider whether including this group is consistent with FAWC's mission.
- III. FCQ Redesign
  - a. FAWC will vote to *approve* the new item set (#1-9) put forward by the Redesign Committee at Faculty Assembly next week. We will vote *against* including the overall question (i.e., My overall rating of instruction in this course is...). We oppose the overall question because global questions are subject to bias against women faculty and faculty of color. There is a robust research literature documenting this which a sub-committee of FAWC members is reviewing and synthesizing (e.g., Mitchell & Martin, 2018). Given the high-stakes manner (i.e., tenure and merit reviews) in which global questions are currently used on the campus, we oppose the inclusion of an item known to be subject to bias in the new FCQ item set.
- IV. FCQ sub-committee update: the committee has begun summarizing existing literature on gender bias in student evaluations. We will pick this back up in the Fall and work on recommendations to the campus based on the literature. The FCQ Redesign committee is recommending that FA convene a committee to examine how FCQs are used on the campus. We should consider coordinating with this group if it is convened.
- V. FAWC mission and committee priorities (Fall town hall)
  - a. At the first committee meeting of the Fall 18 semester, we will reflect deeply on the feedback faculty provided us at the Fall 17 town hall as well as the committee's current mission statement. This self-reflection is intended to identify FAWC's priorities and mission. Depending on the outcome of this discussion, we may alter our existing mission statement or align our committee activities more closely with the existing mission statement.

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

- VI. Planning for 2018-19 academic year
  - a. Activities:
    - i. A number of ideas were generated including:
      - 1. workshop(s) themed 'women along academic career pathways' that addresses career progression for women, family-life balance, negotiating salary, mentoring junior female faculty
      - 2. teaching workshops (themes = TBD)
  - b. Meeting dates:
    - i. **We will meet from 9-10:30 on 9/7, 10/26, 2/1, and 4/26 during the 2018-19 academic year.**
  - c. Increase meeting time to 90 minutes -- approved
- VII. New FAWC members for 2018-19 academic year
  - a. Committee members are expected to participate in the planning/execution of at least one of FAWC's activities (e.g., Fall brunch, mini-grant program, workshops) each year.
    - i. There is space for 4 new people on the Standing Committee. Diane Belger and Kristen Walcott-Justice are departing.
- VIII. End-of-the-year social gathering
  - a. Beth will send out a doodle poll to identify a date that works for most.
- IX. Misc:
  - a. Need coverage at Faculty Assembly meeting on May 4th from 12-2pm. **\*\*Very important that we have a committee member attend this meeting to vote on FCQ revisions.**
    - i. Anna will stand in for Beth.
- X. There is a new Faculty Relations Manager – Harriet Napierkowski, Ph.D. She can be reached at [hnapierk@uccs.edu](mailto:hnapierk@uccs.edu) or 719-659-7693 (personal cell) or 719-255-3934 (campus phone). Her office is in Cragmor Hall 003. She is on campus Wednesdays from 10-4 or by appointment.
- XI. Thanks to everyone for your work on behalf of FAWC this year!! Happy summer!

**Next meeting: 9-10:30 on 9/7, location = TBD**