

## Faculty Assembly Women's Committee Meeting

September 7, 2018, 9-10:30am, UC307

In attendance: Jennifer Eltringham, Katie Tomlin, Karin Larkin, Judy Scott, Cathy Simmons, Marie Hoerner, Barbara Prinari, Minette Church, Emily Skop, Megan Bell, Anna Kosloski, Beth Daniels, Tisha Mendiola Jessop

### I. Introductions and Updates

We have several new members of the Standing Committee this year including: Karin Larkin, Cathy Simmons, Judy Scott, Katie Tomlin, and Cerian Gibbes (on sabbatical Fall 2018). These additions were established at the end of the Spring 2018 term. At today's meeting, several new people expressed interest in joining the Advisory Committee as well. When membership is settled, we will update the FAWC webpage with everyone's names.

Update #1: Beth Daniels is continuing on as chair for the present academic year. Tisha Mendiola Jessop will serve as co-chair and take over as the sitting chair next year.

Update #2: FAWC chairs are coordinating with chairs from the FMAC, Pride, and Disability Faculty Assembly committees to understand what is happening in the Women's and Ethnic Studies Department in terms of the loss of faculty lines and faculty morale. We are meeting with the administration soon to discuss the situation.

### II. Standing committee vs. Advisory Board responsibilities overview

#### a. Active involvement from committee members

- i. Standing committee members are expected to attend at least 3 of our 4 meetings per year. Advisory Board members are asked to attend as often as possible.
- ii. 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.

#### b. Membership concerns, e.g., tenured representation. More tenured members are on the committee this year. We will continue to monitor this going forward.

### III. Brunch – September 8<sup>th</sup> from 10:30-12:30 at Heller Center

- a. Set-up – Beth, Jennifer, Judy, and Katie
- b. Agenda -- Beth
- c. Town hall -- Beth

### IV. Programming for 2018-19 academic year

- a. Continue with brunch in 2019?
- b. Professional development series (3 programs)
- c. Mini-grants – Fall, Spring
- d. Other ideas??

Brunch: there is support for continuing this event. At a later meeting this year, we will discuss possible changes to the event, e.g., 'meet a mentor' component; attending new faculty orientation in August to invite new faculty and make them aware of our committee; inviting deans in the future.

We will offer three programs this year. Two will focus on the 'career trajectory' for female faculty including working toward promotions and taking on leadership positions (1 for instructors, 1 for tenure-stream). The third program will have a teaching focus, perhaps teaching portfolios. We discussed providing snacks rather than lunch for these events in order to save money for mini-grant program.

We will also continue to offer our mini-grant program in the Fall and Spring. Jennifer will chair the mini-grant sub-committee. Anna and Lori will be reviewers.

In addition to programs, we have identified several key issues we want to work on as a committee, e.g. synthesizing research on gender bias in teaching evaluations and educating people in decision-making roles (e.g., chairs and directors, chairs of PUCs, deans).

V. Creating electronic files for the committee (Tisha)

Tabled until our next meeting

VI. FAWC mission (see below from our website)

- a. FCQ sub-committee – Katie Tomlin will chair this sub-committee
- b. Gender representation on the DRC in LAS, COB, and possibly other colleges – on our radar to discuss with Tom C.
- c. Mini-grant program – tabled until next meeting
  - i. Fund non-faculty, i.e., professional research staff?
  - ii. Accountability measures, e.g., report from awardees
- d. Revise mission statement or align committee activities with mission – continue discussion at our next meeting

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

**Next meeting will be on Friday, October 26<sup>th</sup>, from 9-10:30 in UC 126.**