Committee on the Status of Women

Monthly Meeting

September 13, 2024

**Notes/Minutes: taken by Margaret Woodhull**

In attendance: Margaret Woodhull, Kelsey Brett, Christine Sargent, Annika Mosier, Mary Dodge, Carol Golemboski, Diana Schaack, Kathryn Schamu, Jing Zhang; Sarah Hearne

**Introductions** of new and old members. Shamu

**Approve May minutes**, our former note taker not on the committee so we don’t have to approve until next time.

**Agenda item: Chair/Vice Chair/Secretary** for the year: For two years we decided to have a co-chair and traded off on chairing, but FA apparently wants us to be more consistent with other committees with set chair and vice chair and secretary;

Also bc of a Fac Assembly professional development stipend for the role of the chair the FA asked for only one continuous chair; technical issues made it difficult to divide that; Maryam agreed to be the rep/chair to FA—she’s also on FA. Now we need to fill vice chair and secretary; VC helps out chair and sub if chair can’t make it; secretary takes notes and shares with members;

Question re: Does VC become chair automatically in the following year? Not sure but it doesn’t seem like it’s an automatic transfer. Maryam agrees to serve as chair,

Question: Are there bylaws that govern the composition of this sub committee of FA. Yes, Maryam will put it on the Teams channel for everyone. Sarah can do the secretary position. Number of members on sabbatical or leave for part of this year so can’t do the roles.

Motion to accept Maryam as chair and Sarah as secretary. Move to accept these made; seconded; voted majority says yes. Annika M says she may be available for VC but has other commitments that coincide with this meeting, so may not be able to be at all meetings. Annika and Christine can be co-vice chairs. VC says only one person’s name per role, so Annika voted in and Christine S will play back up as necessary.

**Scheduling a time for the CSW monthly meetings**:

Discussion re: timing of this meeting; several folks say this is a good time; some say generally this time is challenging; maybe earlier; much discussion about different Fridays of the month. Landed on the current slot, second Friday 1-2:30; only one of us has an ongoing conflict. Proposed to move to one-hour meetings, so 1-2 pm on second Friday; some checking about conflicts. For now keeping this slot but going to one hour only.

**Items to work on this coming year.**

Survey for women and female-id faculty to gather a sense of their experience, needs, etc...Was Turan’s office working on this?

Question about what was on the table last year: salary equity was on the table; teri engelke came and discussed. Identifying disparities in female faculty experiences on campus.

Other issue was work of the women’s leadership program. Turan Kayoglu came to discuss initiatives from his office with Betsy Metzger—also explained the latest process for utilizing the Pandemic Statement option in reviews. Turan announced women in leadership program. Several of us participated in selecting first cohort for this program.

There is a call to keep putting pressure on women’s pay equity at CU Denver as an ongoing project; try to get information on this year; make our voices heard to admin; need to have updates on progress made—being accountable.

Question: do we have any updates on this? Didn’t Turan’s office say they’d work on that; note that this committee historically initiated inquiry, but there hasn’t been real follow through; moving v. slowy here and not a lot of transparency and follow through.

Seems like we need to figure out who is still working on this? What’s been discovered?

Should we invite HR to see where this is? Is this part of the CCC task force (engelke). Who is the point person for this issue in HR. Is teri available to come in? Maryam will work on reaching out.

Question: has anyone had equitable pay increases bc of being disadvantaged in their units; Always issues in SPA; those who are in TT lines are getting more work placed on them as non-TT roles have gone; or when TT lines leave/retire. Problems in CAM with transparency about raises; CAP seeing problems with shifting service to lecturers?

Engineering having trouble recruiting bc better pay elsewhere.

Call for continued discussion about increased workload and lack of compensation. Feels overwhelming and that the university isn’t acknowledging. Need to press for accountability.

**Agenda Item on New Chancellor:** Maryam a member of the hiring committee; nominated by her dept to be on search committee; see the website with info about the process of application;

lots of training

Request that the committee and head hunters reconsider the tight timeline; that seems to have been addressed ; committee had a convo with search committee chair who said they had same concerns. Many on committee are concerned; M talking to as many as folks as possible to gather sense of what we want in a new chancellor;

Some concern that we at CU Denver always lagging behind other campuses in terms of making progress on issues we care about; eg, pandemic statement; parental leave. Boulder had robust practices in place long before us. If we’re all under the CU System umbrella why do we have such different expressions of policy? Engelke came and talked to us about family leave and new laws that help working families.Federal law prompted our new policies on FAMLA leave;

In sum, focus on women’s equitable pay and getting a sense of where women stand.

**New business? Any other issues to raise?** Child care for students and faculty was raised. Students who are parents need some help. Auraria ECE program not adequate, hard to get into. Might be good time given what’s happening with the campus plan and all the new businesses coming onto campus to get the ball rolling on this issue. We could be in a childcare desert; what do these plans mean for our on-campus classes and no support/child care for folks coming to classes.

Can we have a link to the AHEC planning docs (data/evidence for child care if included) that relate to this issue so we can educate ourselves?

Issue of childcare being so expensive too as well as space for the care for student kids.

To what extent is CU Denver helping subsidize caregivers so they can attend classes; reduced rate of ECE for constituents?

This would be a good topic for this year; we’er not a family-friendly university, especially if we compare selves to DU, eg, which has camps for kids during summers; and afterschool camps for kids; Given our population of folks with families, this is one of the most unfriendly campuses to family.

Maryam will develop a d list of resources about child care (?) from this discussion and will circulate via Teams.