



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Faculty Council | Faculty Senate

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Faculty Council Women's Committee Meeting

Friday, February 17th, 2023

9:00–11:00 a.m.

Zoom Video Conference

<https://cusystem.zoom.us/j/7519053752>

MINUTES

Attending: Anna Kosloski (Co-Chair, UCCS), Esther Lamidi (Co-Chair, UCCS), Karin Larkin (UCCS), Melissa Tacket-Gibson (UCD), Natalie Shwatka (UCD, SPH), Michael Lightener (SYS, VP of Academic Affairs), Felicity O'Herron (SYS, HR), Maria Lewis (SYS, Faculty Council Administrator), Jacqueline Nolly (SYS, Recording Secretary)

Call to Order and Roll Call

- Motion to Approve Meeting Minutes from January 20, 2023 (seconded; APPROVED)
 - Member Update: Elizabeth Steed would like to replace Maryam Darbeheshti on this committee for
CU Denver

Response from Faculty Senate Grievance Committee

FSGC is an adjudicative committee that operates following the specific Regent

Law and Policy that governs faculty grievances. The FSGC does not advocate for faculty but remains impartial, neither favoring the administration or the faculty in grievance proceedings.

- b. Faculty members are permitted to have legal representation during grievance proceedings and often do in cases of dismissal for cause, but less commonly during other grievances involving academic freedom or rights, for example.
- c. The place for faculty advocacy is via the Faculty Senate. All campus have ombuds and equity offices, and the Boulder campus has a campus level grievance committee. These are resources for faculty but may not advocate. I have not seen a case that included interaction with Unions but maybe a Union could also serve as a faculty resource.



Guest discussion on HR data with Felicity O'Herron, Chief HR Officer and Associate VP of Employee Services, CU System

- The committee discussed the implementation and implication of the Equal Pay for Equal Work Act (EPEWA)
- Prior compensation and market rate not allowed to be taken into consideration
- most compensation determinations are based on ratings and formula
- There is a lot of discussion on if that is really reflective of the faculty's actual work and the peer evaluation.

Women's Spring Networking Event

- Small virtual networking event
- May 3rd
- CU women at work; Celebrating CU women at work

Spring Event Planning

- Small virtual networking event.
- Committee chairs will compose the event proposal for the system.
 - Will submit to the System for funding approval.
- Swag bag upon registration.
- Results from the poll: <https://forms.office.com/r/NAJfWkJkRe>
- Title: CU Women at Work; Celebrating CU Women at Work
- Finalize date and time: May 3rd
- Finalize format
 - 1 or 2 breakout sessions.
 - 4 sessions over 2 thirty minute time slots or possibly 2 sessions simultaneously over 1 thirty minute time slot.
 - Topics:
 - Project CREST.
 - Service.
 - FCQ.
 - Wendy Boylard re:assessments
 - COVID impact.
 - Caregiving and caregiver resources.
 - Service workload – Farida and Robin
- Determine honorarium.
- Compensation (\$500 for honorarium and \$250 for panel).
- QR code will be generated; emails will be circulated to coordinate efforts.

Faculty Council Elections at April 20th Meeting

- Looking for a Chair, Vice Chair, and Secretary



- Chair position usually rotates across the campuses and next year would typically be from Boulder, though we can go out of order
- We really do want diverse leadership across the leadership positions
- Typically these are 1 year terms but can include a second year as indicated in the bylaws
- Positions are compensated to varying degrees and that can be negotiated (e.g. offload in chair position and stipend; secretary stipend)
- You do not need to be tenured but there are some securities that come with the position if you are tenured.
- Nominations should be sent to David Paradis (paradis@colorado.edu)

Next Scheduled Meeting is April 21st at 9am on Zoom