



University of Colorado

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**Faculty Council Women's Committee Meeting**  
**Friday, December 16<sup>th</sup>, 2022**  
**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), Melissa Tacket-Gibson (Secretary, UCD), Heather Anderson (AMC), Sara Branco (UCD), Karin Larkin (UCCS), Maria Lewis (SYS, FC Administrator), Jacqueline Nolly (SYS, Recording Secretary)

- **Roll Call and Introduction**

Welcome All and Welcome to New Member Maryam Darbeheshti, CU Denver.

Motion to vote on the position of secretary (SECONDED; APPROVED).

- **Mid-AY Review of Previous Meetings**

**Faculty Senate Grievance Committee Update (October)**

The committee reviewed the composition and charge of the Grievances committee, then discussed what representation and advocacy is available to faculty.

- The committee has reviewed 2 grievance cases (1 denial of tenure and 1 academic rights). We might be seeing an increase in alleged violations of academic rights cases.
- No patterns that have been identified at this point.
- Faculty can review grievances and all other campus remedies must be exhausted before this committee can review the case. Any allegations of campus discrimination are handled by the Office of Equity and this committee has no discretion over those offices. This committee doesn't automatically advocate for faculty.
- Discussion: If this committee doesn't advocate for the faculty, who is supporting the faculty? The Faculty Senate is the main body that advocates for the faculty. This committee educates people through the process. The Faculty Senate should know that there are resources on campus for faculty and what those are on each of the respective campus.

- AAUP
- The committee also discussed progress and implementation of the Equal Pay for Equal Work Act.
- The committee had asked about the Equal Pay for Equal Work Act and status of this assessment.
- This work has been done and the system made adjustments, the committee has requested a report from the chair of FC; the committee will reach out to system admin once again once there is more clarity regarding the budget.

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- **SDO Judi Diaz Bonacquisti met with the Senate and provided an update in October.**

Judi Diaz Bonacquisti introduced herself, her role, and the role of the office. Then she briefly reviewed recent activities:

- She has met with the DEI VCs on each of the campuses; working on revision of the CU non-discrimination policy; updates about the Regents.
- Process for the selection and award process for the President's grant; deadline of February 6th.
  - Hiring: An opening for the position of the director of DEI in the office of Strategic Initiatives.
- President selection process open to review.

Judi Diaz Bonacquisti opened the floor to questions.

- A question was raised about accountability and actual processes that ensure equity.
  - The committee discussed transparency issues and from where they are originating.

- **University President Update (October)**

- Strategic Initiative Funding (December Meeting)
  - Concern around the handling of finances and the System emails that funds are being pulled.
  - Impacting monthly student-facing positions.
- **Discussion of impact on the campuses and concerns around what this means for current and future strategic plans.**
- January 17th meeting with new Regents. To be included in FCQ measures:
 

<https://women.uccs.edu/fcqs-bias-student-evaluation>

- **AY 22-23 Priority Updates**
  - Are we going to collect data on workload and service?
- **Things to consider:**
  - Consistency in the campus data systems.
  - How workload is measured.
  - Connecting with Campus Committees.

**Adjourned - 11:00 am**

**Next meeting is Friday, January 20<sup>th</sup> from 9am-11am.**