

**CU Denver Faculty Assembly Committee on the Status of Women (CSW)**  
**Feb. 11, 2016**  
**LSC, CFD Conference Room**  
**Minutes**

**Attendees:** Rian Kerrane (Chair), Lori Hughes, Nicky Beer, Jana Everett, Sharon Coggan, and Sarah Hagelin.

Items of business:

- We welcomed a new member of the committee, Associate Professor Lori Hughes from the School of Public Affairs, and updated her on the ongoing initiatives of the committee.
- Rian Kerrane distributed a draft of the Faculty Council Women's Affairs Committee's work on a policy on parental leave. At our March meeting, we will offer our feedback on this draft.
- Sharon Coggan reported that Bill DeWese and Neila Viveros will attend our March 10 meeting to give us a presentation about the new Title IX policies and to answer the committee's questions. We discussed issues we would like to see them address and how the committee can make itself available as a resource. Coggan will schedule details with DeWese and Viveros.
- Jana Everett brought up the need to educate the faculty about the policy – this committee will strive to serve as a resource to faculty in this regard.
- Sarah Hagelin reported on the efforts to lobby the administration to provide faculty and staff with access to the Sitter City – the next step will be to research the details of the service at CU Boulder. Hagelin will bring up the issue at the Faculty Assembly Executive Committee meeting.
- Update on the Women's Resource Center – we will reach out to the interim director so that we can stay abreast of developments on the student side – Kerrane contact the interim director and invite her to a meeting later in the spring.
- Hagelin will fill in for Kerrane at the Faculty Council Women's Affairs Committee for the Spring semester.
- Jana Everett brought up the issues at the university around recruitment and retention of women faculty of color. The CSW is interested in possible initiatives to recruit and support these faculty (and potentially to partner with the MAC on this front).
- The CSW will reach out to Faculty Assembly Chair Joanne Addison to come to clarify how we might work with other diversity committees on the above.
- Lori Hughes reported that she is a member of Brenda Allen's new diversity task force – she will report to the CSW on this task force and how we might work with the task force on the issue of recruiting faculty of color as well as other issues.

- Nicky Beer brought up the problem of retention of faculty of color – the committee will work on ways we can advocate on behalf of retention efforts.

**CU Denver Faculty Assembly Committee on the Status of Women (CSW)**  
**March 10, 2016, 12:30-1:30**  
**LSC, Chancellor's Conference Room**  
**Minutes**

**Attendees:** CSW members Nicky Beer, Sharon Coggan, Sarah Hagelin, Diane Turner, Linda Fried, and Lori Hughes; WGST faculty Ashby Butnor and Marylynn Lawson; Title IX administrators Will DeWese and Nelia Viveiros

The committee's March meeting was dedicated to a presentation by the Title IX administrators on the new Title IX policy.

Will DeWese and Nelia Viveiros presentation:

- Emphasized the importance of humanizing the system, not just demanding compliance.
- Reported that the Title IX office will become the "office of equity" – not just focusing on gender but also on all protected classes as identified by the Office of Civil Rights (OCR)
- Reported on a new umbrella policy for pregnancy (and parenting) on both Denver and Anschutz campuses.
- Indicated openness to working with the CSW on faculty concerns, particularly around the mandatory reporting requirement.

Issues that questions asked by the committee helped to clarify:

- Committee members asked for clarification about mandatory reporting and the need for academic freedom in the classroom. Viveiros clarified that when you're teaching, you're "not on-notice responsible employees."
- Nicky Beer asked about what disciplinary measures we would risk if our judgment about what rises to the level of reporting differs from the judgment of the Title IX office. Viveiros indicated that there was no specific policy in place for measures to be taken for non-compliance; this remains an area of concern for the committee, and we will continue to seek clarification.

**CU Denver Faculty Assembly Committee on the Status of Women (CSW)**  
**April 14, 2016**  
**LSC, CFD Conference Room**  
**Minutes**

**Attendees:** Rian Kerrane (Chair), Jana Everett, Linda Fried, Sharon Coggan, and Sarah Hagelin.

Items of business:

- Sarah Hagelin and Linda Fried gave a report on the Title IX presentation from the February meeting. Fried expressed concerns about the perceived lack of voice or protection for faculty who are accused of violations of Title IX; her sense of the Dewese/Viveiros presentation was that the policy makes faculty vulnerable.
- The committee had a lively debate about balancing faculty academic freedom in the classroom with compliance with the policy and our desire as a committee to serve as allies in the implementation of the policy.
- For next semester, the CSW will seek information on the following questions about which we remain concerned:
  1. What is the policy for supporting faculty who have been accused of a Title IX violation?
  2. What sanctions do faculty risk if their judgment of what reaches the level of mandatory reporting differs from that of the Title IX office (soon to be the Office of Equity)?
  3. Are there guidelines for resources for faculty navigating this process?
  4. Is the course content disclaimer sufficient to protect faculty members? Might the office of equity provide guidelines for faculty on how such a disclaimer might be worded?
- Once we get this information clarified, the committee will work on getting the relevant information and links added to the CSW website as a resource for faculty.
- Rian Kerrane reported on her communication with Kathleen Jaynes about a possible report on her research on Family and Medical Leave.
- Hagelin gave a report on the April Faculty Assembly meeting.
- Hagelin reported on the ongoing issue of drop-in daycare for faculty and students on the Denver campus (looking into the SitterCity service available to the CU Boulder faculty). Since the departure of Lisa Douglas, the committee will reach out to the new Vice Chancellor for Budget, Jennifer Sobinet (whose tenure will begin July 5, 2016), as well as Assistant Vice Chancellor Lori Metler and possibly CFO Terry Carrothers to inquire about the possibility of CU Denver getting a SitterCity subscription for the downtown campus.

- Kerrane gave a report on Carisa Weaver's departure from the Women's Resource Center (WRC) director position; Kerrane has been in touch with graduate assistant Jennifer Piwinicki, who has run the WRC since Weaver's absence. Piwinicki will soon leave the WRC for another position.
- Hagelin reported on the move of the WRC to Brenda Allen's Office of Diversity and Inclusion. The committee is interested in staying apprised on the hiring of the WRC director. Hagelin has been in contact with Allen, who has requested input from the CSW and the WGST on the job ad. Hagelin will ask Allen about timeframe for the hire so that the CSW can help with the ad language.
- Looking toward next semester, the CSW wants to learn more about the possibility of drop-in daycare in the new Wellness Center to be constructed on campus.
- The committee will invite Faculty Assembly Chair Joanne Addison to the first CSW meeting of Fall 2016.
- Kerrane will resume attendance at the Faculty Council Women's Committee meetings in Fall 2016; Hagelin will attend tomorrow's meeting.
- Fried will attend Faculty Assembly as the representative of the CSW, since Hagelin is rotating off of the committee.
- Kerrane will email the existing committee members to check on the committee's ongoing membership in order to schedule meetings for next semester.

Committee on the Status of Women meeting minutes  
11-12, October 6, 2016  
Alumni Conference Room, 14<sup>th</sup> Floor.

In attendance: Christina Gillanders, Stephen Hartke, Rian Kerrane, and Erin Hackel.

Introductions.

Welcome to two new members Christina Gillanders, School of Education and Stephen Hartke, Department of Mathematical and Statistical Sciences, CLAS.

Rian: overview on history of the committee and discussion initiated from those present on future initiatives for the committee.

Stephen: Interested in hearing back from the restructure on FCQ's and in particular hearing more on the questions considered biased in the existing model. In the documents being circulated there is language that expresses eliminating bias from Faculty Course Questions. Wondered where is the study and can faculty access the study?

Rian: Let's ask all the committee members to complete the poll on fcq redesign and hear what additional responses we might have.

<http://www.colorado.edu/fcqredesign/>

*Subsequently, after completing the poll, Rian invited Laura Godwin, Associate Vice Chancellor for Academic Affairs to attend our next meeting and talk about the findings with the committee. Laura can attend our meeting and has suggested inviting Joann Addison to attend. Joanne Addison is a member of the committee that has worked on the specific details of the redesign project – i.e., the selection of the pilot instruments and*

*the design of the pilot study. Laura Godwin is on the Communications and Change Management committee*

The committee then discussed sexual harassment and gender discrimination website and information resources on campus. The need to clearly communicate a safe and direct process was identified. Some statistics of interest: 100 investigations a year of which 50% involve students.

The committee will add this to future agendas for discussion.

Christina: Interested in CU Denver developing a Lab school for children of faculty with connections to school of education. Early childhood learning and school of education has an existing model of partnership with local schools. Formalize within school of education as an opportunity for students and the school of education as a resource and Providers on campus and home care.

This topic expanded into revisiting the possibility of better daycare facilities on the campus and the need for service providers on campus and for home care. Possibility of licensing students to run a business?

The Committee agreed that the University should set the led in developing new policies.

Rian: Interested in revising the committee's relationship with the Campus Women's Resource Center. This ended with the departure of the director, Carissa weaver. Also interested in learning more about the new Student wellness center developments.

## **November Agenda:**

Can the university share the data gathered that show bias questions?

Send committee the survey.

Check date of Nov 10<sup>th</sup> for next meeting.

Christina researching Lab School and babysitting with regard to the school of education.

Rian happy to continue attending the Faculty Assembly Women's Committee as a representative from the Committee on the Status of Women.

## **Future agenda items:**

Need to elect a minute keeper.

Need to designate a committee member to attend the Faculty Assembly meetings.



Committee on the Status of Women meeting minutes  
11-12, November 10, 2016  
Alumni Conference Room, 14<sup>th</sup> Floor.

In attendance: Linda Fried, Lori Hughes, Stephen Hartke,  
Rian Kerrane, Nikki Beer.  
Guest speaker: Laura Goodwin

Introductions.

History of Faculty Course Questionnaires and ongoing  
developments from Laura Goodwin

Boulder's FCQ system created for 40 years.  
Regent mandate to have students evaluate courses.  
CU Denver has been Boulder's "client."  
Past changes occurred without input from CU Denver: scoring  
scale changing from 5 point to 6 point for example. CU Denver  
very involved this time.

Discussion on instrument and system of FCQ structure and  
content.

A revision of the Boulder system instigated a redesign of the  
FCQ instrument.

Concern on design:

Two aspects - improve teaching and give feedback and as  
part of the evaluation process

Bias

Pilot versions and choices being tested currently.

Twice, systematic review on campus. Should we be  
independent? Cost inhibits and question of the online version  
also discussed?

Online is the most probable future outcome.

Hire of new vendor.

Instruments to pilot this fall: Contact Joanne Addison.  
FCQ Redesign Committee and the Executive Committee will  
decide on pilots in fall.  
There is also input from a Technology/Mechanical committee.

Joan Bihun also on redesign committee. Laura suggests the  
CSW invite Joan and/or Joann Addison to hear more about the  
content of the pilots.

Ultimately the CSW is interested in learning more and working  
on gathering faculty response and input.

Laura assured the committee that the final decision is to be  
based on faculty input. "It's a faculty process".

Advantages to remaining a "client" with CU Boulder: Personnel  
and administrative costs are a saving, without having CU  
Denver repeat the cost.

Proportional number of classes working with pilot in fall (now)  
Cross section of 15 courses at CU Denver.

It is expected that the new FCQ structure will be implemented  
by fall 2017

Laura shared a letter and website link that provides details on  
which course are running the pilot.

There are classroom observers in pilot classes (Boulder).

Rian: peer monitoring while FCQ's are being administered  
How to ensure 100% online submission and not just negative targeting and lower % return.

Laura: Faculty member can use it more than once in a semester, mid course for own data.

Rian: Room to add new questions. To individualize evaluations

Stephen: Why is Bias being looked at now in Pilot and not before? Follow up question on the question design being either "fuzzy" or concrete in the two versions being piloted. Stephen mentioned how bias can show up with "soft" questions and concrete questions make students more analytical.

Invite Joann and Julia to next meeting to hear a current analysis report.

Laura: Bias study results end of November. Still time to contribute to conversation.

Stephen: Communication needs to be transparent for faculty and welcome input and provide clarity on process.  
Website vague: re-inform through the website.

Rian: Wondered if student involvement and response is being solicited.

Rian: Three committee members attending this fall semester meetings for a first time. Anyone wish to contribute additional agenda items for the CSW?

Stephen: Letters of recommendation that are gender biases on describing women candidates as congenial, social, etc.  
Self-awareness on sexism cropping up, unconscious bias is very insidious.

What can we do individually and as a committee to address?

Advice how to deal.

Awareness on how personality in content in all letters, person is easy to work with, is valuable information in some industries.  
Recommendation letter guidelines. Does and Don't.  
Discipline based.  
How to neutralize?

Nikki Beer added a suggestion for a future agenda item via email follow up:

“Support of the trans community at CU Denver. Thinking of inviting representatives from other offices and committees to give talks and answer questions in our meetings has been really useful. Perhaps we might invite someone from the Auraria Campus GLBT Student Services to talk about best classroom practices for supporting and respecting transitioning students?

<http://www.ucdenver.edu/life/services/glbts/Pages/default.aspx>

Steve Willich, the current director, a possible guest speaker in the spring if the committee agrees”.

Rian: Report from System wide Women's Committee, women's symposium

Send dates for the Annual System Wide Women's Symposium and request for proposals.

Linda Faculty Assembly report:

No pay raises a possibility next year.

Regent position

Exploring a new system compares writing with individual students to ascertain authorship.

Cost: IT

17<sup>th</sup> November meeting on campus

Not checking for plagiarism.

Replacement resource for “Turn it in”

Next possible meeting date: December Thursday 1<sup>st</sup> or 8<sup>th</sup>.

Rian: will check with folks,

### **December Agenda:**

Schedule visitors:

Joan Bihun also on redesign committee. Laura suggests the CSW invite Joan and/or Joann Addison to hear more about the content of the pilots.

Christina researching Lab School and babysitting with regard to the school of education. Possibility of the Dean from the School of Education attending a meeting.

<http://www.ucdenver.edu/life/services/glbts/Pages/default.aspx>

Steve Willich, the current director, a possible guest speaker in the spring if the committee agrees.

### **Future agenda items:**

Need to elect a minute keeper.