**Committee on the Status of Women**

March meeting

3/8/24 1:00-2:30 pm

**Location:** Zoom

**Leader:** Summer Cao

**Faculty Present:** Edelina Burciaga, Alejandra Medina, Margaret Woodhull, Kelsey Brett, Carol Golemboski, Maryam Darbehesheti, Sarah Hearne, Annika Mosier

**Taking Notes:** Edelina Burciaga

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| **Activity or**  **Discussion Topic** | **Notes** |
| **1:00-1:05pm** Check-ins and review and approve February 2024 minutes | Review and approve February minutes |
| **1:05 – 1:08** | Upcoming meeting leaders:  April 12: Kelsey  May 10: Maryam  September – Carol Golemboski  We will decide on other fall meeting leaders in September |
| **1:08-1:28pm** | Updates from Maryam and Margaret about the Women’s Leadership Initiatives on campus  Two participation opportunities:   1. [HERS Leadership Institute](https://www.hersnetwork.org/) – working to figure out how the costs of this program will be covered so that every year a CU Denver individual person can participate 2. Leadership Incubator Program for emergent leaders – for chairs and directors who have potential in academic leadership; will focus on women   Margaret suggested that a spot be reserved from a CSW member given the group’s role in advancing and advocating for women’s issues.  Could be helpful to invite Brynn Harris or Turan to come to a meeting to discuss more. Brynn has participated in the HERS leadership institute. The Leadership Incubator Program will be a program developed at |
| **1:30-2:15 pm** Pandemic statement follow through and meeting with Karen Sobel, CFDA Director | The pandemic statement was drafted and met with Karen to see how we can encourage individuals going up for tenure and promotion to include it.  Karen was open to brainstorming. There was a change in how faculty were asked to prepare pandemic statement, away from weaving it into the statements toward a separate pandemic statement. The CFDA is working with decision making groups on campus to ensure that these groups understand the role of the pandemic statement in the evaluation of a dossier.  Even if it is not a rubric, but some guidance about how to understand and interpret pandemic statements. If it is an optional component, there will be a differentiation between those that include it and those that do not. Karen will bring the up the option of requiring this with faculty affairs.  The word needs to get out more within the university. But, it was also suggested that the university develop a template statement that could go out to external reviewers about the pandemic. Karen found a template letter that includes a COVID statement. Issues were raised ensuring everyone knows about this and/or a requirement that external letters include this. There was also a discussion and suggestions made for revising the pandemic paragraph in the external reviewer letter.  Raised the issue of exploring why people who submitted their dossiers without a pandemic statement. Karen said she would check in with Betsy. There are six examples of dossiers that incorporate a pandemic impact statement from last academic year. CFDA will continue to collect dossiers of people who incorporated pandemic statements for both tenure-track and IRC faculty.  Suggestion about including negotiation training as part of the leadership institute. The idea for a survey of female faculty was raised in order to understand what are the issues they are facing. |
| **2:30pm** Meeting adjourned | Meeting adjourned at 2:30pm |
| Parking lot items | * For next meeting: The idea of working in the Fall with Faculty Affairs to develop a survey for female-identified faculty * Women’s center on campus (Jill Rubin); could have Jill to come to a spring meeting * Other places where women could use extra advocacy * Facilitation of childcare and senior care such as free membership at care.com or sittercity.com or tuition remission for childcare |