

UCD Committee on the Status of Women, meeting, September 10, 2020, Minutes

Attending via Zoom: Cristina Gillanders (Chair, Education), Maryam Darbeheshti (Engineering), Linda Fried (Business), Elizabeth (Beth) Allen (Psychology), Stephanie Santorico (Mathematical and Statistical Sciences), Julia Kantor (Education), Jennifer Steffel Johnson (Architecture and Planning), Summer Cao (Business), Nikki McCaslin (Secretary, Auraria Library)

This was the initial meeting for the Fall semester. The committee welcomed new members and went over accomplishments from the prior year, which included the CU Women Succeeding Conference on March 6, 2020, Title 9 changes and clarification, childcare support, a planned Women's Suffrage Centennial event (cancelled due to COVID), and committee intersectionality.

New officers were elected: Beth will coordinate meetings and set the agendas, Maryam will be the contact person and attend the Executive Committee, Linda will attend Faculty Assembly meetings and Nikki will continue as Secretary and attend Faculty Council Women's Committee meetings. Future meetings will be scheduled via online poll.

Next meeting: Friday, October 9, 2020 2-3:30 via Zoom

Respectfully submitted, Nikki McCaslin

UCD Committee on the Status of Women, meeting, October 9, 2020, Minutes

Attending via Zoom: Elizabeth (Beth) Allen, Co-coordinator (Psychology), Maryam Darbeheshti, Co-coordinator (Engineering), Linda Fried (Business), Julia Kantor (Education), Carol Golemboski (Fine Arts), Summer Cao (Business), Nikki McCaslin (Secretary, Auraria Library)

1. Minutes for 9/10/2020 were approved with amendment. Materials referenced in meetings will be put in a shared drive.
2. Review and discussion of the following executive order. <https://www.whitehouse.gov/presidential-actions/executive-order-combating-race-sex-stereotyping/>  
The committee looked at the executive order and the following letter from Ted Mitchell, president of the American Council on Education <https://www.acenet.edu/Documents/Letter-White-House-Race-and-Sex-Stereotyping-Executive-Order-100820.pdf>. We will wait to see if there is a response from our university and whether our group should write a response or be a signatory.
3. Review and discussion of the following benefit now provided to all faculty, staff and full-time students at Anschutz: <https://www.cuanschutz.edu/caregivers>  
Carol will explore this new benefit and report back to the committee. We might want to revisit the past committee goal of employee care-giving assistance, in light of created by the COVID pandemic.
4. We planned the following goals for the committee for the coming year:
  - We would like to look at gender issues that are compounding because of COVID, especially in terms of the home/work balance and gaps in publications. We would like to research and collate materials on possible inequities with the end goal of writing a white paper that could be included with promotion and retention review materials.
  - We would like to examine salary compression and stagnation issues.
  - We would like to grow our membership.

Next meeting: Friday, November 13, 2020, 2-3:30 via Zoom. Maryam will conduct meeting (members will conduct meetings by rotation, excluding Secretary).

Respectfully submitted, Nikki McCaslin

UCD Committee on the Status of Women, meeting, November 13, 2020, Minutes

Attending via Zoom: Elizabeth (Beth) Allen, Co-coordinator (Psychology), Maryam Darbeheshti, Co-coordinator (Engineering), Linda Fried (Business), Julia Kantor (Education), Carol Golemboski (Fine Arts), Summer Cao (Business), Stephanie Santorico (Math) Nikki McCaslin (Secretary, Auraria Library)

- 1) Minutes for 10/9/2020 were approved with amendment.
- 2) Discussion of the following benefit now provided to all faculty, staff and full-time students at Anschutz, with additional research on this reported back from Dr. Golemboski:

<https://www.cuanschutz.edu/caregivers>

Carol reported on the "Care at Work" and family care programs at Anschutz and Boulder. These are COVID-related discounts for students and employees and can be used for either child or adult care. The programs will end after summer 2021 and we do not have anything similar at UCD. Our HR maintains a list of care resources on its COVID section. Basic membership at Care.com is free and we can also use it to identify campus-connected caregivers. The premium membership provides background screening information, but the free version does not.

We should frame a message from CSW to encourage our respective deans to note the HR resource page in their next mass outreach or update. The committee member who goes to Faculty Assembly is asked to comment on the family support benefits at the other campuses.

- 3) Ongoing planning of the goals for the committee for the coming year. To date these are:
  - a. Collation of materials regarding gender issues that may affect RTP, particularly as these intersect with other aspects of identity (e.g., race) and the pandemic.

We will make folders in the shared drive and start gathering information.

- b. Salary compression and stagnation examination.

Laura Argys is doing an analysis of pay. Ask about the scope of her research, such as gender, race, age and length of service. If the scope is relevant to us, invite her to come and talk with us at one of our meetings.

An equity task force was formed in October and is school wide. Should we connect with them? Julia's colleague, Antwan Jefferson, is on the task force and she will reach out to him.

- c. Growing membership.

We currently have representatives from all colleges and the library, except Architecture and Planning. We can also invite anyone who would like to attend to either the first or last half hour of each meeting.

The meeting time on Fridays will be extended into the Spring Semester.

Next meeting: Friday, December 11, 2020, 2-3:30 via Zoom. Julia will conduct meeting.

Respectfully submitted, Nikki McCaslin

UCD Committee on the Status of Women, meeting, December 11, 2020, Minutes

Attending via Zoom: Elizabeth (Beth) Allen, Co-coordinator (Psychology), Maryam Darbeheshti, Co-coordinator (Engineering), Linda Fried (Business), Julia Kantor (Education), Carol Golemboski (Fine Arts), Summer Cao (Business), Jennifer Johnson (Education), (Nikki McCaslin (Secretary, Auraria Library)

1. Minutes from the Nov. 13, 2020 meeting were approved.
2. Maryam discussed her NSF research grant at the recent State of the Campus address. Her research is about the impact of learning communities on student retention. The committee congratulates Maryam on her grant and also on her win of the 2020 campus Excellence in Teaching Award!
3. Our committee files will now be maintained and organized using Microsoft teams.
4. Beth updated us about how the COVID pandemic is creating great disparities regarding race and gender. There is starting to be a lot of information coming out about this.
5. Materials related to salary equity will be collected in the Teams shared folder. Julia will ask her colleague Antwan Jefferson, who is on the Equity Task Force, our questions and perhaps we can also invite him to a future meeting. Base salaries used to be published and kept in the library. Nikki will ask librarian members of UCDALI and the Center for Faculty Development if this information is still available.

New issues:

Stephanie is chair of the new search committee for Provost and Maryam is also serving on the committee. There are currently four Vice Chancellor-level vacancies and searches.

Next meeting: Friday, Feb. 12, 2021, 2-3:30 via Zoom. Carol will conduct the meeting.

Respectfully submitted, Nikki McCaslin