Women’s Committee Meeting
October 16th, 2015
9:00 am – 11:00 am
Denver conference room, 1800 Grant St, Denver

Meeting Minutes

Attending: Heather Johnson, Sarah Hagelin (representing Rian Kerrane), Leann Morgan, Kathy Nesbit, Lisa Landis, and Grace Wagner

On the Phone: Irina Kopaneva and Sarah Anderson

Approval of Minutes

The minutes were approved as presented.

Conference Themes

A variety of potential themes were discussed including, but not limited to, early career, mid-career, late career, post-career. The need to make topics applicable across faculty and staff was discussed. Potential topics with broad interest include mentoring, financial planning, self-fulfillment, and achievement. Additionally, topics that would appeal to young faculty and staff were discussed, specifically demystifying the process of transition from student assistant or related positions to faculty. Other topics include the career consequences of online teaching, for-profit universities, and the differences between tenured and non-tenured tracks at traditional universities, as well as the importance of volunteerism and serving on external boards.

Invited Speakers

There was a discussion of whether or not specific speakers could be invited to present on a given topic rather than them having to go through the proposal procedure. It was decided that they would still need to submit a proposal by the November 13th deadline, but that the committee member inviting them could assist with that process.

Potential speakers include, but are not limited to:

- John McDowell, Chair of the Faculty Council, to speak on issues related to domestic violence.
- Patrick O’Rourke from the Office of University Counsel to speak on women’s legal issues.
- Kathy Nesbitt, Vice President for Employee and Information Services to address HR issues.
- Katie Sauer, the Financial Education Program Director to present on financial planning.
- Brenda Allen, Associate Vice Chancellor, to speak on issues of diversity and inclusion.

Several other possibilities were mentioned and discussed. Chair Leann Morgan will send an email out regarding committee recommendations for invited speakers.
The Art of War

The Art of War is an organization created by a CU Denver student that uses art therapy to address PTSD and suicide prevention in veterans. Curtis Bean, the creator, has accepted the invitation to display a selection of the organization’s artwork and possible have a session where he can talk about the work. A question of compensation and charitable donation was brought up, regarding what is and is not allowed. VP Kathy Nesbitt has agreed to look into the policy regarding that issue.

HR Update

VP Kathy Nesbitt and Lisa Landis, Senior Associate VP for Human Resources, joined the meeting and answered questions regarding the new HR hotline, potential topics for the symposium, FMLA/PTO policy specifically as it relates to nine-month employees, and the possibility of drop-in daycare on the campuses.

Drop-in Daycare

The idea of available drop-in daycare on all of the campuses was discussed. This was a preliminary discussion. VP Landis discussed the issues with the idea, specifically cost. A study done by Boulder several years back showed that the cost was unfeasible and that there were issues with liability. She went on to expound on the alternative program that Boulder adopted which is the “Bright Horizons” data base that gives access to babysitter information, in addition to elder care and pet care. This is a direction that will be further researched and considered.

Meanwhile, committee members will look into what is currently available on their campuses in terms of childcare. Chair Leann Morgan will look into UCCS. Heath Johnson and Sarah Hagelin (standing in for Rian Kerrane) will look into Denver. Sarah Anderson will look into Anschutz. No committee member was specifically designated for Boulder.

Lactation Rooms List

The need for lactation rooms was discussed. VP Lisa Landis made herself available to help with the process, and agreed to assist with aggregating the information either on the Women’s Committee website or through the HR website, whichever course is decided.

New Committee Members

Due to low attendance, Chair Morgan suggested that recruitment for more members begin. It was also decided that an invitation to join the committee or an open invitation to attend the meetings be extended to VP Lisa Landis.

Adjournment

There being no more business, the meeting was adjourned at 10:50 a.m. The next meeting will take place on November 20th, 2015 at 9:00am in the Denver Conference Room.