Women’s Committee  
November 21, 2014  
9:00 am – 11:00 am  
1800 Grant St, Denver Conference Room  

Meeting Minutes  

Attending: Heather Johnson, Laura Borgelt, Melinda Piket-May, Emilia Broce,  

On the phone: Colleen Dingmann, Judy Anderson, Judith Coe, Sarah Anderson, Lauren Roth, and Jan Owens  

Approval of Minutes  

Minutes from the October 17, 2014 meeting will be reviewed at the next meeting on December 19, 2014.  

2015 CU Women Succeeding Symposium Planning  

The following points were raised in planning for the 2015 symposium:  

- Design a committee brochure to be distributed during the symposium. The current brochure will be sent out to committee members for review and feedback.  
- Workshop presentations “Exploring the Professional Development Value of Twitter” and “Get Serious, Get Smart, Get Going! Inspiring Better Futures for Women” to be held in the RC2 conference rooms.  
- On the ‘Dress for Success’ poster, note that donations will also be collected at the Symposium. ‘Dress for Success’ should also be noted prominently on the poster.  
- The committee needs to establish drop off times for donations items for Dress for Success.  
- The Committee agreed to invite the Tattered Cover Bookstore as a symposium vendor. Committee member Jan Owens will contact Tattered Cover and report back to the committee.  
- Symposium funding. The committee discussed the donations received so far. Members Melinda Piket-May, Heather Anderson and Judy Coe will work together to raise more donations from the Denver campus.  
- The committee listed Portobello Sandwich and Jim n Nick’s as potential caterers for the pre-symposium networking session dinner. The dinner will include a vegetarian protein option of at least 30 orders.  
  - Pre-symposium networking activities could include line dancing and/or speed mentoring.  
  - Member Judy Anderson will research potential line dancing instructors and report back to the
Climate Survey

The committee went on to discuss the Regent Climate Survey and agreed to identify important issues for CU Women raised in the Survey. Feedback will be discussed at the January meeting.

Laura went on to give an update on the November Regent meeting where the Climate Survey was discussed. Her report to the Regents had included an update on what the Faculty Council is doing in reaction to the Survey, including the white paper by the EMAC. She added that she would like to present Women’s and EMAC committee responses to the Survey to the Faculty Council for discussion.

Following this update, Melinda indicated that she will contact EMAC chair to discuss the white paper and whether it will address the recruitment and retention of women faculty.

The Committee also noted the following about the Survey:

- 12,139 faculty participated, i.e. 48% of all faculty.
- The Survey had a low response rate but the issues raised can still be addressed.
- The Survey was written by a group external to the University.

The Survey will be uploaded to googledocs.

Administrative Policies

Chair Piket-May asked that all committee members review the policy website (http://www.cu.edu/ope) and research any policies the committee should review, including APS 5014(Sexual Harassment) and 5015(Conflict of Interest in Cases of Amorous Relationships) and Parental Leave.

The Committee also discussed system wide hiring practices and raised the following points:

- Are women included in the composition of search committees?
- Are women candidates being recruited?
- Are there systemic biases in the hiring processes?
- Suggestion to have on-campus workshops to review campus based hiring policies and make recommendations.

Members also continued their discussion on lactation rooms.
Board of Regents Meeting Update, Laura Borgelt

Laura reported that she had invited the Regents to the symposium and that the Regents had discussed performance based funding during the November meeting.

New Business

Classroom Bullying

Melinda discussed bullying in the classroom and asked how faculty can deal with bullying directed at faculty by students. She noted that a guidance statement with suggestions on coping strategies is being written and that she will forward the document draft to the Committee.

Future Meetings

Committee Chair Melinda proposed that the Committee select a professional development book to discuss during its meetings. She added that the books will not be required readings but discussions will expand on issues of professional development and that she has a list of potential book that she can forward to the Committee for discussion.

The committee also changed the February 2015 meeting to February 13, 2015.

Adjournment

There being no other business, the meeting was adjourned at 10:34 am. The next meeting will be held on December 19, 2014 in the Denver conference room.