

Faculty Council Women's Committee Meeting

Friday, March 15, 2019

Attendees: Sarah Anderson, Jane Kass-Wolf, Annie Melzer, Heather Johnson, Polly McLean, Melinda Picket-May (phone)

Guests: Jacob McWilliams (Lactation Policy)

Lactation Policy Discussion (9:00am-10:30am)

- See email from Sarah with lactation policy draft
- Policy is modeled after University of Northern Colorado's policy, among others
- For now, is drafted for implementation at UCD and AMC
 - Jacob provided insight on guidance from administration and why we were starting with these 2 campuses
 - Had a robust discussion that it may be better (and possible) to get a system-wide policy approved that then each campus (including CU South) would implement
 - Regardless, will require education of HR personnel, among others. Could use Skillssoft training platform (Annie will outreach to Jacob with details)
- Items to come:
 - Student lactation agreement (to give to faculty) is pending; brainstormed ideas of where to look for similar agreement/language
 - Potential to include language regarding prospective (e.g., interviewing) students, faculty, and staff
- Other:
 - Jacob's office is also working on determining the family friendliness of each campus, which includes things like having a lactation policy, FMLA policy, presence of on-campus childcare, etc.
- **ACTION ITEMS** for further policy dissemination:
 - Because the policy has already been reviewed by legal, we should not approach legal again about the policy (could create unintended problems for approval, implementation)
 - Annie – will approach CHRO & Staff Council about adding to their agendas
 - Polly – will discuss policy with CU Boulder Provost
 - Sarah – will contact Rian/Joanne about inclusion on the April 2019 Faculty Council Agenda
 - Heather – will discuss policy with the Dean of the College of Education at UCD
 - Jane – will discuss policy with the Dean at the College of Nursing

Discussion points for April 2019 FCWC Meeting:

- Committee leadership and succession planning
- Plan for review of committee charges
- CU Women Succeeding Symposium
 - Review 2019 symposium feedback, logistics, ideas for future symposia, etc.
 - Discuss feasibility of having at AMC in 2020 vs. moving to an every other year schedule to allow for better planning and allow us to accomplish other activities during the AY