

Minutes

Committee on the Status of Women

CSW Meeting 17 October 2017, 12:00-1:00pm

Museum Conference Room

Members present: Ellen Lopez (Co-chair), Jenn Guerard (co-chair), Suzan Hahn (ex officio member, Interim Dean of Libraries), Tamara Harms, Daisy Huang, Steffi Ickert-Bond, Derek Sikes.

Members absent: Megan McPhee (traveling), Robyn Henry (traveling)

1) Women Faculty Lunch. Tuesday Sept 19th, 12:30-2:30pm Ballroom in Wood Center. Recap – attendance was good, Jennifer Jolis gave an excellent presentation, all went well. Ellen and Jenn MC'd the event. The video was using a new OIT built-in system that worked well. Awaiting posting of video link (Derek emailed OIT to ask on status). Music provided by Derek. Feedback on the event, what little has been received, has been positive and discussed by CSW.

2) Faculty Senate letter “Supporting Leadership at UAF” – Discussion of this sign-on letter which includes a long list of issues of gender and race bias. This was sent to all UAF faculty and staff for signing. CSW was not involved in the production of this letter but was later contact by Lily Cohen regarding our interest in being involved. NOTE: Since meeting, Ellen contacted Lily Cohen and invited her to next CSW meeting. Ellen also described the activities being undertaken by CSW per gender bias in hiring and promotions – that involves a comprehensive literature review to provide facts, categorized with citations, and document potential solutions to these issues. See next item.

3) Handouts regarding bias in hiring and promotion. Tamara is leading with Jenn helping. Google Doc titled “Gender Bias in P&T Criteria - ROUGH draft” is shared with all CSW members. Progress is being made with a number of facts backed by citations in each of 6 categories. CSW plans two more months of input to this document before formatting it for distribution as a variety of handouts and/or powerpoints. CSW discussed suggestions made by Sine Anihita regarding AAUP research on gender inequality and will incorporate them.

4) Title IX lunch. Ellen attended. Ellen learned from the presenter, Risa Lieberwitz from Cornell, that mandatory reporting (UAF responsible employees) is not a Title IX requirement. It's a UAF requirement that is controversial because it may conflict with student-faculty interactions. During the lunch participants discussed the pros and cons of mandatory reporting. Some shared that the mandate could impede students from seeking help, while others felt that it was important that action steps were taken when students did reveal issues that required reporting. CSW is open to being part of the Title IX discussion as it unfolds.

4.1) PAIR data on UAF faculty by gender etc. (carried over from previous minutes): “Need CSW to specify what we need. Improvements to the 2013 set prepared by Sine Anahita include: break out by college, breakout by appointment (bipartite vs tripartite), data analysis should allow for analysis of variance to compare means statistically. Are women taking longer to apply for promotion/tenure. Multi-year option? Years in Associate by gender? “

Jenn has not heard back from Ian as of 17 Oct 2017 so will contact others in his unit who might be able to help.

5) Leave share. Derek & Megan. Re: CSW Resolution “*The Committee on the Status of Women urges UAF and UA to amend the leave-share policy in order to permit the sharing of sick leave for pregnancy, childbirth, adoption, family and elder care.*”

Communications with Erika Van Flein resulted in some answers:

Erika: “*I asked General Counsel for help with this, since I believe we covered a lot of these questions before when Ardith Lynch was still here. I can answer your questions below, and refer you to the attachments which were provided by the office of the general counsel.*”

-Why is donating leave for non-medical emergencies a tax liability? (& why isn't it a liability when it's a medical emergency?) *See the attached.*

-Is this a state or federal law? *This is defined by the IRS.*

-How is medical emergency defined? And by whom? *See the attached.*

-One-on-one is considered income to the donor (would it differ if there was a general pool?) *It doesn't matter, see the attached.*

Appears that UAF's interpretation of the law makes it impossible. However, we can check if any other peer-Universities have family medical leave-share programs. e.g. UW, Univ. New Mexico, Univ. Michigan, Univ. Wisconsin, UNC, Boise State, Univ. Montana, Montana State, Calif System, Oregon State Univ., Ohio State, Delaware.

If we can't expand the leave share program as intended, can we seek a different approach to obtaining a Family Leave program?

4) Meeting schedule. All scheduled for the museum conference room.

November: Tuesday the 14th, noon-1pm

December: Tuesday the 12th, noon-1pm

Adjourned, 1:05 pm

Respectfully Submitted, Derek Sikes. These minutes are archived on the CSW website: <http://www.uaf.edu/uafgov/faculty-senate/committees/16-17-csw/>

