

Committee on the Status of Women, Minutes Thurs, May 10, 2012; 10:00-11:30 pm,  
Gruening 718

Members Present: Melanie Arthur, Derek Sikes, Kayt Sunwood, Jane Weber, Nilima Hullavarad, Jenny Liu, Shawn Russell, Ellen Lopez [& new members:] Diana Di Stefano, Mary Ehrlander, Megan McPhee

Members absent: Stefanie Ickert-Bond

Guest: Mae Marsh

**1) Review of Promotion / Tenure Workshop:** Friday, April 27. 10-12 room 109 in Butrovitch. Good diversity of panelists. Ended 10 minutes early, possibly fewer attendees than in the past. Ellen commented on the problems in CLA leadership and how these can make P&T difficult. An important issue to cover in next year's as well. Kayt Sunwood commented on the Sine's 'Bumps in the Road' document online (Towards Equity website), will send out URL for this. The P&T workshop was recorded and will be available. Comment that for first year faculty it might be helpful just to see a file or two - perhaps next year we could have one or more on hand; additionally, add information on nitty gritty of preparing the file by keeping careful track of ingredients as they arise. Could make a Brown Bag lunch focused on these issues?

**2) Brown Bag Committee:** Kayt, Nilima, Ellen, Shawn. Can we have a BB before the luncheon in the fall that covers these early faculty file preparation issues? Ellen suggested having a BB lunch that follows the Woman's Luncheon with speaker Sharon Bird to further discuss topics that will arise during the luncheon - Thurs Oct 4th. File prep & AA report BB lunch could happen as part of the new faculty orientation schedule - will communicate with Joy Morrison about fitting into the schedule she organizes (possibly in early Nov). BB subcommittee open for new members who are interested.

**3) Speaker for Women Faculty Luncheon:** 12:30-2:30, Sep 25th, 2012. Sharon Bird will be speaker. Funding obtained from Univ. Advancement. Will need volunteers to help set up.

**4) Mae Marsh, Director of Diversity and Equal Opportunity:** Three functions: 1) ensure UAF is in compliance with civil rights laws vide Office of Federal Contract Compliance and Dept of Education, 2) affirmative action, 3) diversity - how to institutionalize these practices & make UAF more welcoming. Title 9 and Career Services, etc to ensure there is equity. Nine weeks at UAF so far, learning the system. Eager to obtain numbers and stats on these issues. Working with Kayt. Lots of work ahead!

**5) Spousal Hire Policy.** Melanie asked Mae for comments. Prior opposition from Diversity and Eq. Opp. Office due to an equal employment problem - Mae now interested in understanding why. Federal system has a method that allows spouses to be listed for 'Priority Placement' which gives them a higher rank in competing for a position to remain with their spouse but hiring is still based on merit. Melanie provided background on the draft policy for the new members and pointed out that CSW has taken on the task of reviving the policy for submission to the senate. Affects women more because women academics are more likely to have academic spouses than men academics. Mae asked - are there any numbers on the impact of not having a policy? Do we do exit interviews? Yes, by HR, but not reliable and data not aggregated. Melanie provided a detailed and real example of how the lack of a policy can create considerable damage. Timing should be good since Chancellor's vision list has such a policy listed for implementation this year. Current informal policy includes a trade-off so that hired spouses replace a future potential hire, which diminishes the motivation of departments to hire such spouses. New policy would need to have funding to prevent this.

To do: Jane will send out all the documents Melanie distributed. Ideas so far: 1/3 funding from receiving unit, 1/3 from original hire unit, 1/3 from Provost. Not limited to tenure track only. Not limited to married partners only. Write comments on draft policy document. Will address in first meeting of the fall.

**Next Meeting** - Wed 22 Aug 2012, 2-3PM.

Meeting was adjourned at 11:30; Respectfully Submitted, Derek Sikes

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<http://www.uaf.edu/uafgov/faculty-senate/committees/committee-on-the-status-o/>