

Committee on the Status of Women (CSW) 2014-15 Annual Report

CSW membership and Meetings

Jane Weber (Chair), Ellen Lopez (Co-Chair), Amy Barnsley (Sabbatical), Megan McPhee, Kayt Sunwood, Mary Ehrlander, Diana Di Stefano, Jenny Liu, Derek Sikes, Erin Pettit, and Michelle Bartlett (Ex officio representative)

The Committee on the Status of Women (CSW) met monthly during AY 2014-15 to discuss, assess, and address issues affecting women (and all) faculty at UAF. *The following highlights this year's committee accomplishments.*

Women Faculty Luncheon

On 16 September 2014, CSW hosted UAF's 10th annual Women Faculty Luncheon. The luncheon was web-streamed for faculty who could not participate in person. Over 80 women faculty participated, celebrated their successes, and made new acquaintances (seating was purposefully planned to create diversity of colleges/disciplines at each table). Several UAF dignitaries were in attendance, and all were sincerely acknowledged for their unyielding support. Our keynote speaker was Margaret Thayer, former curator of Chicago Field Museum of Natural History.

Conversation Café Series

CSW continued to facilitate Fall and Spring "Conversation Cafés" (established in AY 2012-13). The Cafés were hosted at the Wood Center, and in the UAF Women's Center and offered for distance delivery as requested. CSW acknowledges the generous support provided by the UAF Women's Center, and Office of Faculty Development.

Our Fall Café focused on Sharing Strategies for Success. The interactive café was hosted on 4 November in the Wood Center's room E/F, and offered to all UAF faculty. Approximately 30 faculty participated in a multiple-round table activity that asked participants to write and discuss their experiences, strategies and suggestions related to the following topics: Feeling like an Imposter, Getting it Done (even when not perfect), Keeping our Priorities, Networking, and, Being Able to Say No.

Continuing the discussion from our Fall Café, a smaller, Spring Semester, Café was offered on 24 Feb in the Women's Center. The cafe offered a small group discussion related to "Creating our own supportive professional networks."

Women's Center Advisory Committee

CSW Co-Chairs, Ellen Lopez and Jane Weber, continued to serve on the Women's Center Advisory Committee formed by Chancellor Rogers in Fall 2012. The committee is charged with advising the Women's Center, its manager, and the chancellor on how UAF can best meet the mission of the UAF Women's Center. During FY 2014-15, The Advisory Committee provided advising as the Women's Center's oversight transitioned to University & Student Advancement (USA), and to a new physical space in the Wood Center.

Notably, the Committee worked with the Women's Center to draw from the previous year's social-media-based needs assessment findings – developing a strong web presence using the social-media most commonly used by the UAF community. The committee also assisted in developing a sub-title to the Women's Center signage as a means to promote the Women's Center as a space for everyone – regardless of gender. The committee and Women's Center also

partnered with the Music Department to offer the 1st Annual Women and Music Event, which is hoped to become an annual event!

Planning Strategically for Promotion and Tenure Workshop

On 24 April 2015, CSW hosted its annual two-hour comprehensive, *Planning Strategically for Promotion and Tenure workshop*. This year, an additional, 3rd hour, was offered for participants to speak in small groups or one-on-one about their specific concerns. Approximately 35 Faculty attended in person, and 10 via distance delivery. As in the past, feedback from participants deemed the workshop to be useful in terms of general strategies for faculty success (such as the importance of understanding unit criteria, documentation, and gaining peer feedback on tables and narratives), file preparation for fourth year, tenure and post-tenure reviews, and other issues related to the T&P process for both United Academics and UAFT.

Noteworthy was the fact that Alex Fitts (Vice Provost and Accreditation Liaison Officer) was invited to provide opening remarks, to acknowledge the challenges of planning for tenure and promotion during such uncertain times, and to answer or clarify questions from participants. Other invited workshop panelists represented diversity in terms of college/department affiliation, position, and tenure/promotion situation. They included the following: Ellen Lopez (focus: 4th year review), Diana Wolf (focus: tenure review), Sandra Wildfeuer (focus: tenure review, Interior-Aleutians Campus), Diana Di Stefano (focus: tenure review), and Mike West (focus: Research Faculty).

CSW continues to give focus to, and make progress on the following:

- Developing a promotion workshop specifically focused on UAF Associate Professor advancement to Full Professor
- Developing strategies and opportunities to enhance mentoring for UAF faculty (both men and women) at all career levels
- Examining environmental (structural) factors that may contribute to the lack of women faculty advancing to Full Professor level
- Exploring issues related to term-funded and adjunct faculty, particularly those issues that differentially affect women
- Compiling and analyzing historical data (spanning at least 10 years) pertaining to the significance of gender among UAF faculty in the following: time to promotion and tenure, rank, non-retention, and salary.
- Strengthening liaison relationships across UAF faculty and staff with the UAF Women's Center, and with faculty at the other MAUs
- Establishing a UAF Spousal Hire Policy