

Committee on the Status of Women

Meeting Minutes for November 17, 2016, 3:00-4:00

Erin

Jen

Tamara

Steffi

Diana

Megan

Leave Share: We discussed the leave share program and the email Derek received, but it was still unclear why donating leave for non-medical emergencies would constitute a tax liability; is this a state or federal law? Why isn't it a liability when it's a medical emergency? Who defines the medical emergency? One-on-one is considered income to the donor.

This is different than LWOP because there is not tax of course when you aren't getting paid.

Would this be different if it was put into a general pool?

Would be helpful to have Erika Van Flein/Legal Counsel at a meeting to answer questions?

We can email Erika and ask her who the Counsel is and whether it would be useful to have a chat with this person.

Leave share is in a holding pattern without further information. Erin and Derek are the point people on this.

Title IX Work Group: Looking for nominees for participants on work group being put together by UAF. Nominations should go to Karynn Fisher. Are they also looking for graduate students? We should respond and find out what objectives are with group, focus on transgender students/inclusive environment on transgender identity and if they are still looking for people/specifically a grad student. Send an email to Kari Burrell for more information/follow up. Jen will pursue this.

Jen has been talking with Ian at **PAIR data** and how we can access that for information on female faculty. He couldn't come to the meeting and they are in discussion about how to facilitate this. Jen will see if he can come to the **Dec. 8 meeting scheduled for 3:00-4:00.**

Advocacy Center: Diana did not follow-up but she will try hard to have something by the next meeting.

Conversation Cafes and Faculty Equity Community: Erin provided some background and says that challenge is getting the word out. The goal is to create a comfortable place to talk about women's issues and foster connections/support. Erin is interested in knowing what the group thinks about these. Tamara says there is value in have forum where faculty women can bring up issues or policies that they care about; are more formal, organized get-togethers good or less formal, like coffee or the Pub? The big one (when we wrote stuff on butcher paper) we did a few years

ago helped generate ideas about mentoring and family leave and helped give us direction as a committee (like bringing more clarity to what work-life-balance means to different people). We like the idea of doing something like this again – what kind of actions do people want to take?

- imposter syndrome
- breaking into cliques/"old boys" networks
- taking ideas to action
- taking intellectual risks
- setting boundaries: within work environment and outside of work (and not apologizing)

We discussed issue of how to get more people involved and whether there would be a problem including graduate students – that could create confidentiality issues. On the other hand, it could be productive to have discussions with graduate students too. Value in faculty development and mentoring graduate students...BLAST does some kind of mentoring thing, but not sure how successful it is. How do you get something institutionalized that get women together, say once a month? It probably takes real leadership, publication, and consistent. Start small and make it about what needs to happen or what people are concerned about or want to make happen. Let's think about organizing something for the beginning of spring semester – like towards the end of the second week of classes – Jan. 26 or 27. Leaving open what time and where/format. **Let's put this on our agenda for the next meeting.**

Megan will have more on gender and bias in promotion/gender next meeting.

Still need to talk about ideas for honoring Jayne Harvey, so put this on next agenda.

Confirming next meeting is Dec. 8, 3:00-4:00 in Murie.

Adjourned.