

*Committee on the Status of Women  
Minutes Friday, October 16, 2015*

Members Present: Jane Weber, Ellen Lopez, Alex Fitz

Members absent: Derek Sikes, Mary Ehrlander, Diana Di Stefano, Erin Pettit, Megan McPhee

Guest: Sine Anihita

### **1. Women Faculty Luncheon, Recap**

We were \$400 over budget (paid via Faculty Senate Budget). **Jane and Ellen will meet with Jayne and Mike Sfraga to see what is ear-marked for next year.**

- Attendees: Not sure. About 80
- Comments from participants. People loved Alex' talk! They also liked the food (already made sandwiches).
- Suggested we start the talk earlier next year.
- Should "dignitaries" sit at all tables, or have their own table. Depends on purpose of luncheon – to meet dignitaries and/or just network with other faculty.
- Thank you cards/gifts given to Jane, Sally, Nicole.

### **2. Conversation Cafes**

- Talk about at next meeting. **Erin, would you be open to leading the planning on an event?**
- Sine suggested hosting a discussion and focusing on essay or book (in that discussion, people were assigned responsibility to summarize chapter or essay for others)
- See discussion re: Tenure and Promotion Workshop – possible Convo Café Topics re: preparing for career success (e.g., Term Professors, faculty movement to administrative positions)

### **3. Committee Membership**

- **Host membership election during spring semester.** No need to prepare for this during this semester.
- Will have Women's Center coordinator in near future

### **4. Family Medical Leave**

- Discussed article (Newsminer article: DC Family Proposal "D.C.'s family leave proposal is generous and long overdue) which describes proposal to offer 16 weeks off for pregnancy, adoption, caring for sick relative, military deployment...
- At UAF, you can use Sick Leave pool for "serious health condition." – See:  
<http://www.alaska.edu/benefits/leaves/leave-share-program/>

*A leave share program has been established to allow employees to voluntarily transfer hours from their unused sick leave balance to the sick leave balance of an employee with a qualifying medical condition. To be eligible for leave share benefits, an employee must be eligible for [Family Medical Leave](#) for a serious health condition. The leave share program is limited to a maximum of 520 hours in a calendar year. Procedures for request and use of the leave share program are available through your [regional Human Resources office](#).*

- Issue, especially important for new faculty members who find themselves without enough sick leave for "non-catastrophic" issues – such as childbirth, caring for a family member.
- Jane and Alex were part of a committee that looked into this issue in the past. Little resulted from this.

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- *We discussed:*
  - Would it be possible to expand eligibility to use leave share?
  - Gather info:
    - Talk with Provost – to see to whom we should talk further about this
    - What have individuals negotiated – that might be good at UA level?
    - Talk with UA HR

**5. Promotion & Tenure Workshop – April 2016**

- Start discussing this
- Should workshop also focus on:
  - Associate to Full Professor?
  - Have speaker focused on Term Professors
  - Also, think about “Strategizing for Career Success” for Term Professors – who can be (but are not typically) promoted to Associate and Full. Such as how to complete evaluation process (Faculty 180), Discuss special issues they might face in classroom (e.g., Students who are not happy about taking classes from “temporary” people), Skill development/mentoring for negotiating multi-year contract.
  - Moving into administration appointments
- Might decide on separate meetings/workshops as this would be too much for 2-hour time-frame (possibly, some of these issues could be focus for Convo. Café)

**6. Encouraging administrators to support faculty who allow students to bring babies and (non-disruptive) children into classroom**

- Sine brought this up because has had students who didn’t see bringing their babies to class as an option over dropping out of school
- Guidelines available at: <http://www.alaska.edu/risksafety/download/MinorsOnCampus.pdf>
- **Sine will review existing guidelines and give ideas to discuss.**

**7. Re: Wording – Encourage resolution to use gender-neutral language (e.g., Freshmen to 1<sup>st</sup> Year)**

- **Discuss during next meeting.**

**8. Next Meeting Dates**

- **Friday, 6 November, 1-2:00**
  - **Friday, 11 December, 1-2:00**
- Both in Gruening 718 (School of Ed)

Respectfully Submitted, Ellen D. S. Lopez

These minutes are archived on the CSW website:

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