

## **Minutes**

### **Committee on the Status of Women**

**CSW Meeting 14 September 2017, 12:00-1:00pm**

### **Museum Conference Room**

Members present: Ellen Lopez (Co-chair), Derek Sikes, Megan McPhee, Jenn Guerard (co-chair), Tamara Harms, Daisy Huang (new member), Suzan Hahn (ex officio member, Interim Dean of Libraries), Robyn Henry (new member)

Members absent: Steffi Ickert-Bond

**1) Women Faculty Lunch.** Tuesday Sept 19<sup>th</sup>, 12:30-2:30pm Ballroom in Wood Center. 70 RSVPs so far. Seating and catering is set. Some honor for Grace Schaible. Ellen invited Jennifer Jolis, UAF faculty and former Executive Director of Bread Line, Inc. as the speaker. Derek has arranged audio-video. No music arranged yet – Jenn will look into this because Tamara reported that no interest has come from the music department students. Derek will look into an audio input for an iphone playlist. Set up at 11:30 am, clean up 2:30-3:00. Ellen will work with Emily about a certificate and/or gift for the speaker.

**2) Handouts regarding bias in hiring and promotion.** Tamara is leading with Jenn helping. We'll focus on finalizing one or two of these. For next time – each of us will read 3 papers of interest to them (some are on the shared google drive) and summarize key points with citations and add these to the google doc in the shared drive. Goal is to have handouts with not just the problems but also solutions. Ian has not replied to Jenn's request to get the PAIR data that would provide UAF specific statistics on promotion, tenure, hiring etc.

**2.1) PAIR data on UAF faculty by gender etc.** (copied from minutes of Sept 2016 CSW meeting): 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 will invite Ian to a CSW meeting so we can all discuss these questions and what sorts of data & analysis we can get.

From last meeting: "Once handouts are ready: Steffi idea to have one CSW rep attend P&T peer-review & U-wide meeting of each dept to introduce the topic & handout."

**3) Leave share.** Derek & Megan.

Still to do:

- check on other peer universities re: family leave policies. Is UAF behind?
- focus on better family leave – across board (not just family leave)
- Derek Checking with legal counsel at UAF: re: who would be knowledgeable
- Invite Erika Van Flein / Legal Counsel to discuss questions about holding pattern?

- Why is donating leave for non-medical emergencies a tax liability? (& why isn't it a liability when it's a medical emergency?)
- Is this a state or federal law?
- How is medical emergency defined? And by whom?
- one-on-one is considered income to the donor (would it differ if there was a general pool?)

Derek & Megan will refresh this topic for next meeting. Derek sent an email with questions, including an option to join a CSW meeting, to Erik van Flein and is waiting for a reply.

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

October: Tuesday, the 17<sup>th</sup>, noon-1pm  
November: Tuesday the 14<sup>th</sup>, noon-1pm  
December: Tuesday the 12<sup>th</sup>, noon-1pm

Adjourned, 12:45 pm

Respectfully Submitted, Derek Sikes. These minutes are archived on the CSW website:

<http://www.uaf.edu/uafgov/faculty-senate/committees/16-17-csw/>