

**Minutes - Committee on the Status of Women  
CSW Meeting 14 November 2017, 12:00-1:00pm  
Museum Conference Room**

Members present: Ellen Lopez (Co-chair), Jenn Guerard (co-chair), Tamara Harms, Daisy Huang, Steffi Ickert-Bond, Derek Sikes, Megan McPhee, Robyn Henry

Guests: Lily Cohen, Jessie Robertson

Members absent: Suzan Hahn (ex officio member, Interim Dean of Libraries)

**1) Faculty Senate letter “Supporting Leadership at UAF.”** Discussion of this sign-on letter which includes a long list of issues of gender and race bias. This was sent to all UAF faculty and staff for signing. CSW was not involved in the production of this letter but was later contact by Lily Cohen regarding our interest in being involved. Lily Cohen (as guest): explained the origin of the letter. She works in IARC, attended a conference on early career leadership, Larry Hinzman asked for feedback. Lily and others co-wrote the letter, opened for others to sign to provide feedback. Jessie mentioned ideas for providing mandatory leadership training, / mindful leadership, managing implicit bias, issues of inclusivity, emotional intelligence training. Univ. Michigan – open payroll/rates information. There is a request that UAF provide immediate, external evaluation into salary equity (in contrast to internal UAF evaluation). UAF admin, in response, are forming a task force (see appendix). Concerns that currently nominated members lack representation to diversity. Discussion of one or more CSW members sitting on this task force. Implicit bias training was discussed, suggestion made to bring in someone who can lead such a training. In addition, there was discussion of UAF privatizing the staffing positions at UAF (which removes UAF benefits such as tuition waiver, etc). Jenn suggested maybe one of CSW, and/or on the new task force, could get funding to travel to and take a training module offered by another university.

**2) PAIR data on UAF faculty by gender etc.** Jenn met with Ian a few weeks ago. PAIR is internal UAF research on the functioning of UAF. Snapshots taken once per semester. Problems with how the data have changed over time (data from >8years ago hard to compare to current). Self-reported data (e.g. race and gender) not as complete. CSW committee reviewed one spreadsheet of data to see the complexity facing whomever analyzes them. PAIR also has a list of peer institutions that we could use to compare to UAF, but PAIR doesn't have the data from those institutions (CSW would have to acquire those ourselves).

**3) Handouts regarding bias in hiring and promotion.** (NOT DISCUSSED – carried over from prior meeting). Tamara is leading with Jenn helping. Google Doc titled “Gender Bias in P&T Criteria - ROUGH draft” is shared with all CSW members. Progress is being made with a number of facts backed by citations in each of 6 categories. CSW plans one more month of input to this document before formatting it for distribution as a variety of handouts and/or powerpoints.

**4) Leave share.** (NOT DISCUSSED – carried over from prior meeting). Derek & Megan. Re: CSW Resolution “*The Committee on the Status of Women urges UAF and UA to amend the leave-share policy in order to permit the sharing of sick leave for pregnancy, childbirth, adoption, family and elder care.*”

Appears that UAF’s interpretation of the law makes it impossible. However, we can check if any other peer-Universities have family medical leave-share programs. e.g. UW, Univ. New Mexico, Univ. Michigan, Univ. Wisconsin, UNC, Boise State, Univ. Montana, Montana State, Calif System, Oregon State Univ., Ohio State, Delaware.

No progress was made on this over the last month.

Steffi reported that Dr. Chanda Meek was nominated as the faculty representative on the “new” systemwide “Student Medical Leave Policy Working Group”

If we can’t expand the leave share program as intended, can we seek a different approach to obtaining a Family Leave program? Discussion of idea proposed by Lily that if tax road-blocks prevent an expansion of the Leave Share program we should ask for Paid Family leave (a more expensive option that might force a solution to the less expensive problem?).

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

December: Tuesday the 12<sup>th</sup>, noon-1pm

Adjourned, 1:05 pm

Respectfully Submitted, Derek Sikes. These minutes are archived on the CSW website: <http://www.uaf.edu/uafgov/faculty-senate/committees/16-17-csw/>

## **Appendix**

Information on the task force discussed in item 1 above, provided by Steffi:

*UAF Chancellor’s Task Force on Diversity and Inclusion at UAF*

*This task force is being formed by Chancellor White in response to the Petition for Institutional Changes to Support Gender Diversity in UAF Leadership.*

*From Chancellor White’s October 27, 2017 memo:*

*This new task force is one way to ensure that your ideas and suggestions for improvement have a formalized pathway along with other current and future opportunities in this area. In your petition you captured some broad diversity issues. At this point I feel it would be valuable to bring together members from across the University and across the diversity*

*spectrum to this conversation about change. I will ask that the task force begin its work with your petition, so that we don't lose any of the momentum you have started.*