

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

Members present: Ellen Lopez (Co-chair), Jenn Guerard (co-chair), Steffi Ickert-Bond, Derek Sikes, Megan McPhee, Robyn Henry, Suzan Hahn (ex officio member, Interim Dean of Libraries),

Members absent: Tamara Harms, Daisy Huang

**1) Faculty Senate letter “Supporting Leadership at UAF”**

Last month we nominated Daisy Huang for this Chancellor’s task force on Diversity and Inclusion at UAF. She has not heard anything about this. CSW will contact Chancellor White’s admin to ask about the status of this committee. *NOTE: Since our meeting, Daisy was invited to join the task force.*

**2) President Johnson’s announcement re: Compensation Equity Study**

From Johnson’s email – early Dec 2017: Compensation Equity Study: *“We are going to conduct a study to compare our salary and benefits to the external market and an analysis using internal metrics (such as years of service, race, gender, and specific discipline) to ensure that university employees are receiving equitable/competitive pay within our budgetary parameters.”*

Jenn emailed Ian about this and Ian also was in the dark. We may want to collaborate with this effort or at least communicate with them to avoid reinventing the wheel since our goals appear to overlap heavily with this planned effort; should talk with Provost Henrichs. Ellen and Jenn will draft an email to Susan to start communications. Jenn will invite Ian to attend or call in to the next CSW meeting to discuss further.

**3) Handouts regarding bias in hiring and promotion.** 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. Lots of content now. Next step is to structure and summarize incl. recommended actions for Promotion & Tenure handout and/or powerpoints. To be top priority for January meeting.

**4) Revising CSW bylaws regarding Women’s Center member**

Revise – particularly, removing need for membership of Women’s Center coordinator and changing the phrase “will include” in the first sentence to “may include.” Among other minor changes. Ellen is drafting a track-changed revision of the by-laws for CSW to vote on and then submit to Faculty senate for final vote.

Faculty Senate Bylaws: <http://www.uaf.edu/uafgov/faculty-senate/about/faculty-senate-constituti/>

## 5) RESOLUTION - In Appreciation of Joy Morrison

At the last Faculty Senate meeting 3 Dec., Sine Anahita brought a resolution to the faculty senate:

<https://docs.google.com/document/d/1H-Rf7qqph8Cj8Otu507DF5M48AD6PKiWVf17TemmgJw/edit>

The CSW discussed this.

**6) Leave share.** 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, Derek checked some other peer-Universities leave-share programs and whether they can be used for pregnancy etc.: Virginia commonwealth university, Appalachian State Univ, UW, CO. The first two appear to allow leave share for pregnancy but the last two don’t. More research will be done and apparent exceptions to UAF’s interpretation summarized.

Others to check: Univ. New Mexico, Univ. Michigan, Univ. Wisconsin, UNC, Boise State, Univ. Montana, Montana State, Calif System, Oregon State Univ., Ohio State, Delaware.

[From last time: 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?).]

**7) Title IX Initiative.** Keep this in mind! E.g., required reporting, consensus appears to be that currently Title IX implementation at UA is counter-productive.

**8) Meeting schedule.** Ellen will send a doodle for next semesters best meeting times.

Adjourned, 12:50 pm

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