

**Agenda - Committee on the Status of Women**  
**CSW Meeting 7 Feb 2018, 2:15-3:15**  
**Museum Conference Room**

**1) Update – Bylaws approved by Faculty Senate**

**2) Question from Sina A. regarding CSW and adjunct faculty (Steffi)**

- Invite Sine to March meeting to discuss her concerns.

**3) Women faculty lunch – 18 September 2018**

**4) Preparing for Success Panel –**

- From last year: Most who attend are pre-tenure/term – Comments: Helpful, positive tone, more about bi-partite
- Date? (Currently, 20 April, 2018)
- No more Spring Fest – so classes will going on during panel
  - Seems like this could be a problem for attendance
  - Possibly Friday afternoon?
  - Possibly Tues/Thurs during 1:00-2:00
- Room – set? (Ask Emily P.)
- Coffee Service? – Who does this?
- Panel members? (make sure we have someone from Engineering)
  - Peer Unit Lead – Diane O’Brian (Head of Biol Peer Unit), Steffi (UAF-Wide)
  - Administrator – Alex
  - Full – Amy Lovecraft (Poli Sci)? Denise Thorsen (Electrical Eng), Steffi?
  - Tenured -
  - Bi-partite – Someone from CRCD or Coop Ext
  - 4<sup>th</sup> year – Jenn (Chem), Daisy (Eng), Srijan Aggarwal (Civil Eng)
  - Research Faculty – Anna L?
  - Term or Adjunct? – Seth (Philosophy?)
  - Others -
  -
- Name tags -
- Panel Process?
- Advertising
  - Emily send emails
  - Develop flyer
  - Blurb for Cornerstone
- Sign-in sheet
- Evaluation form (poll everywhere)?
- Tech – mics, taping, broadcasting
- Gifts for panel members

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**5) Task force on Diversity and Inclusion at UAF (Daisy)**

- What is going on, how should/can CSW be involved – especially given our bias in hiring/promotion literature reviews
- Nothing happening so far – so Daisy emailed

**x) Compensation Equity Study**

- Is this related to President Johnson's "Compensation Equity Study"
  - Ellen left message for Jen Hoppough
  - Will help us decide re: getting Ian to meet with us

**6) Handouts regarding bias in hiring and promotion (Tamara and Jenn)**

- We have a lot of papers/content
- Next steps
- Goals
  
- Tamara will take lead on developing a Google Doc re: "What do we know?"
- Jenn will take lead on suggestions – "What can we do?"

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**Cover if there is time...**

**7) 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?).]

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

- Ellen left message for more information with Jen Hoppough

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.*”

**9) Title IX Initiative.** E.g., required reporting, consensus appears to be that currently Title IX implementation at UA is counter-productive.

**10) Next Meeting – 1<sup>st</sup> Weds of each month @ 2:15-3:15 in Museum Conf. Room**

- **7 March**
- **4 April**
- **2 May**