

Minutes - Committee on the Status of Women
CSW Meeting 7 March 2018, 2:15-3:15
Museum Conference Room

Participants: Ellen, Jenn, Daisy, Tamara, Guest – Kate Quick)

Not able to attend: Derek, Robyn, Megan, Suzanne

1) Quick Updates/Requests

- Request from Daisy – can anyone from CSW attend Forum on Diversity and Accessibility (Tues, 20 March @ 1:00 Wood Center ballroom)?
- Update: President Johnson’s “Compensation Equity Study.” Jen Hoppough said consultants were hired. She will keep me/us posted

2) Concerns re: UAF and adjunct faculty (Guest, Kate Quick)

- Wonders how CSW can include Adjunct Professors – e.g., Invitations to our Lunch
- Also, there is lack of office space (share desk in cubical area) for meetings with students, and decreases authority, no computer for teaching on-line classes. No payment for developing courses.
- Looked at UA in review report: Only gender by faculty for full UA system. Can CSW push to have gender by variables included.
- We don’t know if Adjuncts are included with faculty when stats are provided.
- Spousal hires can result in individuals who are already serving at UAF being overlooked for a position or compensations...
- Would it be possible to have an Adjunct member on our committee? (About \$30/hour for service)
- Could do an Adjunct or non-tenure track focused Café.

3) Preparing for Success Panel –

- Date: Friday, 20 April, 2018 – 10:00-12:00
- Room – Emily P. will reserve
- Emcee - Ellen

● **????Coffee Service? – Who does this?**

● **????Panel members? (make sure we have someone from Engineering)**

- Peer Unit Lead/Full – Diane O’Brian (Head of Biol Peer Unit) (Tamara)
- Administrator – Alex (Ellen)
- Associate to Tenure – Ellen looked at poster: Ann Beaudreau (Fish), Diane McEachern (DRCD), Nicole Misarti (Northern Engin), Elizabeth Nadin (NSM), Maya Selganek (Theater), Gay Sheffield (Fish), Sarah Stanley (CLA), Jennifer Tibury, CRCD), Sarah Trainer (NRE)
- Bi-partite – Someone from CRCD or Coop Ext (Ellen)
- 4th year – Srijan Aggarwal (Civil Eng) (Yes!)
- Research Faculty – Anna L (Yes!)
- Term and Adjunct – Kate has a conflict. Ellen will ask Seth Jone (Philos)

- Panel Process? (5 minute overview, Q&A)

● **???Advertising**

- Emily send emails
- Develop flyer (Jenn)

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- Blurb for Cornerstone
- Tech – mics, taping, broadcasting (Derek)
- Name tags - (Ellen)
- Sign-in sheet – (Ellen)
- Evaluation form (poll everywhere)? (Ellen)
- Gifts for panel members (Ellen)

4) Handouts regarding bias in hiring and promotion (Tamara and Jenn)

- Tamara is creating a Google Doc – CSW Gender Bias Summary.doc
She will:
 - Complete her initial summary by 19 March.
 - Email CSW committee with link to doc and **request to review and comment on summary** (e.g, Do we like the format? From whom should we get feedback about the summary?)
 - Note: Per Gender Bias in P&T – Articles not reviewed are in Blue – we will need to review these
 - Jenn taking working on suggestions – “What can we do?”
 - Many ideas!!!

Cover if there is time...

5) 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?).]

6) Next Meeting – 1st Weds of each month @ 2:15-3:15 in Museum Conf. Room

- **4 April – last meeting before panel!**
- **2 May**