

Minutes
Committee on the Status of Women
8 Dec 2016, 3:00-4:00
Murie, Room 230

Present: Ellen, Derek, Tamara, Diana, Megan (via Video Conference)

1) PAIR data (Jennifer)

- Tenure, promotion, salary rates
- Ellen & Jennifer will email Ian to see if he could come to our next meeting

2) Gender Inclusion Workgroup (Ellen)

- Submitted our nominee from Psychology Department. Yeah!

3) Leave Share (Derek, Erin)

- Invite Erika Van Flein/Legal Counsel to discuss questions about holding pattern:
 - Why is donating leave for non-medical emergencies a tax liability?
 - Is this a state or federal law?
 - Why isn't it a liability when it's a medical emergency?
 - Who defines the medical emergency?
 - One-on-one is considered income to the donor.
 - This is different than LWOP because there is not tax of course when you aren't getting paid.
 - Would this be different if it was put into a general pool?
- Instead of just focusing on Leave Share, should we aim larger and propose better family leave – across the board?
- We could all check with other universities re: family leave – what are they offering? Is UAF behind the curve on this?
- Derek will follow up with legal counsel at UAF who would be knowledgeable

4) Resource and Advocacy Center (Diana, Ellen)

- Run by Interior Center for Non-Violent Living – “The Resource and Advocacy Center at UAF provides advocacy and resources referral to students, staff and faculty survivors of power-based personal violence.” (from RAC website)
- Focused on students and addressing sexual assault and violence
- Not a Women's Center. Possibly, in future assess impact of not having the Women's Center on campus?

5) Conversation cafés and Faculty Equity Community (Erin)

- Processes:
 - Table to table with topics or Pub meetings
 - Participation is an issue
- Could focus on identifying policies of biggest concern
- Possibly, using PAIR data as triggers for discussion or action
- Could conduct an informational discussion/workshop – followed by discussion
- Possibly choose one topic/semester (e.g., early in spring semester – before spring break)
 - Example “What you need to know about your benefits – including sick leave”
 - Example “What you should know about women being promoted at UAF!”
 - Example “Gender and Bias in evaluations and promotion”

Minutes
Committee on the Status of Women
8 Dec 2016, 3:00-4:00
Murie, Room 230

6) Gender and Bias in promotion (Megan)

- Megan will flesh-out Google Doc memo
- Everyone will take a look at the draft
- She has been talking with other faculty

7) Keep in mind ideas for planning T, P, career success workshop

8) 2017 meetings!!!

- Need to send a doodle poll for typical week (Ellen)
- Room reservation (Tamara)
- Video Conferencing (Derek)

9) Other?