

Committee on the Status of Women 2011-12 Annual Report

The Committee on the Status of Women (CSW) met monthly during AY 2011-12 concerning issues affecting women faculty at UAF.

CSW facilitated a “Brown Bag Lunch” series on topics of faculty interest held in various campus locations and via illuminate-live. The October event, “Having it All”, was sponsored in conjunction with the Women’s and Gender Studies Program, the UAF Women’s Center and the Office of Multicultural Affairs and Diversity. “Negotiating Workloads” with Deans Paul Layer and Johnny Payne and “Career Development Mapping” with Provost Susan Henrichs were held in Spring 2012. CSW will continue to organize these informal discussions with such topics as “Worklife Balance” in 2012-13.

In October 2011, CSW organized UAF’s seventh annual Women Faculty Luncheon, which was webstreamed for faculty who could not attend in person. Over one hundred women faculty attended this event with the founder of the Committee on the Status of Women, Professor of History, Emeritus Carol Gold giving a fantastic keynote address. We gratefully acknowledge the financial support for this event from the Office of the Chancellor. We are currently in the process of securing the funding and planning for the eighth luncheon scheduled for September 2012.

In Fall 2011, CSW invited Dr. Sine Anahita to discuss the data and statistics prepared by Institutional Research on salary equity at UAF. The data is now available on the website, “Towards Equity”.

CSW was assigned by the Faculty Senate Administrative Committee to review several of the sections of the Board of Regents Policy and Regulations. Changes were suggested to various sections including:

P04.01.020 – To improve the treatment of the term ‘discrimination’ to make it consistent with usage throughout the Policy and Regulations. To reduce redundancy this section was referred to from other sections rather than repeating the text.

P04.01.061 – To strike the requirement for prior written request by employees to view their files.

P04.02.024 – Should this section on ‘Consensual Sexual Relations’ be strengthened?

CSW is currently working on a proposal for a UAF Spousal Hire Policy. UAF has no such policy in place but having a policy and a corresponding budget is on the Chancellor’s list of goals for 2012 and on the Vision 2017 Plan. We are trying to update a 2003 Senate draft that was based on concerns of violation of fair hiring regulations and are looking at the AAUP best practice recommendations. CSW has invited Mae Marsh, UAF’s new Director of Diversity and Equal Employment to meet with us about a Spousal Hire Policy.

In April 2012, CSW again organized a two hour comprehensive tenure and promotion workshop, *Planning Strategically for Promotion and Tenure*. The workshop highlighted strategic planning for promotion and tenure and faculty attended both in person and via webstream. This extremely useful workshop, which we facilitate annually, provides an informal venue for faculty to discuss strategies, file preparation, mentoring, effectively preparing for tenure and/or promotion, fourth year reviews, and other issues related to the T&P process for both United Academics and UAFT.

CSW has a permanent seat on the Chancellor's Diversity Action Committee (CDAC). This committee met monthly during AY 2011-12, and the CSW representative brought issues of equity to the attention of the committee.

In Progress:

- Discussion of the issue of term-funded and adjunct faculty, especially as these issues differentially affect women
- Gathering and analyzing historical data information with gender on time to tenure and promotions, rank, nonretentions and salary information for faculty at UAF for at least the last ten years – Is there a gender bias?
- Promotion workshop for Associate Professors moving to Full Professors
- Examining structural, rather than individual, issues contributing to women being “stuck” at the Associate Professor level
- Facilitating mentoring of new, mid-career, and senior women and allied men
- Strengthen liaison relationships with women staff members at UAF, the UAF Women's Center, and with faculty at the other MAUs
- UAF Spousal Hire Policy.