

## **Committee on the Status of Women (CSW) 2013-14 Annual Report**

### ***CSW membership***

Jane Weber (Chair), Ellen Lopez (Co-Chair), Amy Barnsley, Megan McPhee, Kayt Sunwood, Mary Ehrlander, Diana Di Stefano, Shawn Russell, Jenny Liu, Nilima Hullavarad, Derek Sikes, and Michelle Bartlett (Ex officio representative)

The Committee on the Status of Women (CSW) met monthly during AY 2013-14 to discuss, assess, and address issues affecting women (and all) faculty at UAF. *The following highlights this year's committee accomplishments.*

### ***Women Faculty Luncheon***

On 3 October, 2013, CSW hosted UAF's ninth annual Women Faculty Luncheon. The luncheon was webstreamed for faculty who could not participate in person. Over 100 women faculty participated. Our keynote speaker was Dr. Joan Braddock, UAF former Dean of the College of Natural Science and Mathematics, and Interim Director of the UA Press. Dr. Braddock's address focused on her reflections of her personal and professional history, and how other women faculty can determine their own strategies for achieving balance and success. Dr. Braddock's insightful address was followed by a brief activity that encouraged luncheon participants to map out at least one of their five-year goals along with the actions and resources required to achieve them. They then discussed their goals with the other faculty sitting at their tables.

Several UAF dignitaries were in attendance, and all were sincerely acknowledged for their support. Notably, to honor of Disability Employment Awareness Month (a national campaign that strives to encourage fair and high quality work-life environments, with a commitment to breaking down social and physical barriers that can impede success), Chancellor Rogers and Vice Chancellor Sfraga were participating in a 1-day disability experience. Chancellor Rogers was in a manual wheel chair, and Vice Chancellor Sfraga donned vision-impairing glasses. This effort to promote awareness was a perfect complement to the mission of the Women's Faculty Luncheon where participants were encouraged to consider the complexity of their lives, and to initiate a conversation of balance, goal achievement, and quality of life.

### ***Conversation Café Series***

CSW continued to facilitate the "Conversation Café series" (established in AY 2012-13). These small-group sessions were offered as a means to continue the discussion initiated during the Women Faculty Luncheon. The Cafés were hosted in the UAF Women's Center and via illuminate-live.

A highlight was the first annual Café focused on faculty mentoring. The interactive café was hosted in the Wood Center Ballroom, and offered to all UAF faculty. Approximately 40 faculty participated in small group discussion focused on "Best Practices in Mentoring," "Navigating Mentor Relationships," and "Finding Your Mentors." CSW acknowledges the generous support provided by the UAF Women's Center, and Office of Faculty Development.

### ***Women's Center Advisory Committee***

CSW Co-Chairs, Ellen Lopez and Jane Weber, continue to serve on the Women's Center Advisory Committee formed by Chancellor Rogers in Fall 2012. The committee is charged with advising the Women's Center, its manager, and the chancellor on how UAF can best meet the mission of the UAF Women's Center. During FY 2013-14, The Advisory Committee provided advising as the Women's Center's oversight transitioned to University & Student Advancement (USA), and with physical space negotiations as Women's Center relocates to the Wood Center.

Notably, the Committee partnered with the Department of Psychology's PhD-level course on Program Evaluation. Through this collaboration, student, Alda Norris, is conducted a Women's Center needs assessment, with a specific focus on social media. Ms. Norris is currently analyzing results and will present a report to the committee.

### ***Planning Strategically for Promotion and Tenure Workshop***

On 25 April 2014, CSW hosted its annual two-hour comprehensive, *Planning Strategically for Promotion and Tenure workshop*. Faculty attended both in person and via webstream. As in the past, feedback from participants deemed the workshop to be extremely useful in terms of general strategies for faculty success (such as finding appropriate mentors, and opportunities for cross-campus collaboration), file preparation for fourth year, tenure and post-tenure reviews, and other issues related to the T&P process for both United Academics and UAFT. Invited panelists representing diversity in terms of college/department affiliation and position included: Sine Anahita, Amy Barnsley, Roxie Dinstel, and Karen Gustafson, and Ellen Lopez.

*CSW continues to give focus to, and make progress on the following:*

- Developing a promotion workshop specifically focused on UAF Associate Professor advancement to Full Professor
- Developing strategies and opportunities to enhance mentoring for UAF faculty (both men and women) at all career levels
- Examining environmental (structural) factors that may contribute to the lack of women faculty advancing to Full Professor level
- Exploring issues related to term-funded and adjunct faculty, particularly those issues that differentially affect women
- Compiling and analyzing historical data (spanning at least 10 years) pertaining to the significance of gender among UAF faculty in the following: time to promotion and tenure, rank, non-retention, and salary.
- Strengthening liaison relationships across UAF faculty and staff with the UAF Women's Center, and with faculty at the other MAUs
- Establishing a UAF Spousal Hire Policy