

## **Committee on the Status of Women (CSW) 2015-16 Annual Report**

### ***CSW membership***

Jane Weber (Chair), Ellen Lopez (Co-Chair), Diana Di Stefano, Mary Ehrlander, Erin Pettit, Megan McPhee, Derek Sikes, and Alex Fitts (Ex officio representative), Kayt Sunwood.

### ***CSW Meetings***

The Committee on the Status of Women (CSW) met monthly during AY 2015-16 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 22 September 2015, CSW hosted UAF's 11th annual Women Faculty Luncheon. The luncheon employed Zoom Link to broadcast and record the luncheon presentations for faculty who could not participate in person. Over 80 women faculty participated, celebrated their successes, and made new acquaintances (seating was purposefully planned to create diversity of colleges/disciplines at each table). Several UAF dignitaries were in attendance, and all were sincerely acknowledged for their unyielding support. Our honored keynote speaker was Alex Fitts, Vice Provost and Accreditation Liaison Officer, Dean of General Studies, and Professor of Women's & Gender Studies and Spanish.

### ***Conversation Café Series***

CSW continued to facilitate "Conversation Cafés" (established in AY 2012-13) which were conducted in the Wood Center's Arctic Java Café. We also introduced Pub Night Gatherings (Thursdays during Spring 2016). Cafés and Pub Nights offered the opportunity for faculty and others to discuss issues regarding equity, mentoring, time management, and other issues pertinent to career success. Per these cafés, we established a Faculty Equity Community website <https://sites.google.com/a/alaska.edu/faculty-equity-community> and a listserv <https://lists.alaska.edu/mailman/listinfo/uaf-facultyequitycommunity>.

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

CSW Co-Chairs, Ellen Lopez and Jane Weber, continued 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 2015-16, The Advisory Committee did not meet due to budgetary and other issues. Lopez and Weber periodically met with Interim Chancellor Powers, and Associate Director of Wood Center Programming, Cody Rogers, to maintain connection between the Women's Center and Advisory Committee.

### ***Planning for Promotion and Tenure and Career Success Workshop***

On 22 April 2016, CSW hosted its 11<sup>th</sup> annual two-hour comprehensive, *Planning for Promotion and Tenure and Career Success workshop*. The workshop included a panel of faculty who provided insights regarding their success and challenges related to gaining tenure and/or promotion at various career stages (pre-tenure, tenure, term negotiation, non-tenure promotion). This year, the panel was expanded to gain insight from faculty who were both tenure-track and non-tenure track, including: research faculty and term faculty. Approximately 30 Faculty attended in person, and 10 via distance delivery (provided by UAF's OIT).

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The eight workshop panelists represented diversity in terms of college/department affiliation, position, and tenure/promotion situation. They included the following:

- Alex Fitz (Vice Provost and Accreditation Liaison Officer), who provided opening remarks and thoughtfully acknowledged the challenges of planning for career success during continuing budget concerns and uncertain times, and answered clarifying questions from participants.
- Diana Di Stefano – Tenured, History
- Retchenda George Bettisworth - Term, Chair, Social Work
- Jessica Cherry – Research Faculty, Atmospheric Sciences
- Karen Jensen – Tenured, Library Sciences
- Ellen Lopez – Pre-tenured, Psychology
- Anna Liljedahl – Research Assistant Professor, WERC
- Brenda Norcross – Full Professor, SFOS

This year, workshop attendees were asked to complete a semi-structured evaluation/comments form to help guide future workshops. Attendees were asked about their motivations for attending the workshop, how well their expectations were met, aspects they found most beneficial, questions or concerns that were left unanswered, and suggestions to improving the workshop. Primarily, participants indicated that they attended the workshop to gain clarity about the T&P process. Most indicated that their expectations were met.

- *Most beneficial aspects* included: tips and discussion related to self-evaluation, self-promotion, and putting together their file. Attendees also noted the broad range of perspectives provided by panel members, and strategies offered for gaining success (such as identifying a mentor and individual who can present one's file during peer unit and university-wide reviews).
- *Questions remaining* included: How to find reviewers when one's department lacks tenured faculty? How will budget issues impact tenure rates? What to do if one does not receive annual reviews from their Deans and others?
- *Suggestions for future workshops* included: providing a diagram of the T&P process, asking Union Representatives to be on the panel (as opposed to in the audience), providing the opportunity for attendees to submit panel questions prior to the workshop, having males represented on the panel.
- *Other comments included*: "Great." "It was great. Thanks." "Useful." "Keep inviting a broad range of faculty! That is great!"

### ***Continued and Future Planning***

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

- Providing Tenure, Promotion, and Career Success Workshops that address the salient needs, concerns, and suggestions represented by UAF faculty.
- 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

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- 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
- Informing a UAF Spousal Hire Policy
- Ensuring appropriate and responsive family medical leave policies