

Committee on the Status of Women (CSW) 2017-18 Annual Report

CSW membership

Ellen Lopez (Chair), Jenn Guerard, (Co-Chair), Steffi Ickert-Bond (Faculty Senator), Suzan Hahn (ex officio member), Tamara Harms, Robyn Henry, Daisy Huang, Megan McPhee, and Derek Sikes

CSW Meetings

The Committee on the Status of Women (CSW) met monthly during AY 2017-18 to discuss, assess, and address issues affecting women (and all) faculty at UAF. Specifically, meeting agendas included planning major and other events and activities. *The following highlights this year's committee accomplishments.*

Women Faculty Lunch

On 18 September 2017, CSW hosted UAF's 13th annual Women Faculty Lunch. OIT provided access to faculty joining from distance, and recorded the presentations. Over 60 women faculty and administrators participated, celebrated their successes, and made new acquaintances (seating was purposefully planned to create diversity across colleges/disciplines, faculty, administration, and tenure/promotion status at each table). Several UAF administrators, dignitaries and former CSW members were in attendance. All were sincerely acknowledged for their support. Our honored keynote speaker was Jennifer Jolis, former UAF faculty member, former Executive Director of Stone Soup Café, and active community member.

Planning for Career Success, Promotion and Tenure Workshop

On 20 April 2018, CSW hosted its 13th annual two-hour comprehensive, *Planning for Career Success, Promotion and Tenure workshop*. The workshop comprised a panel discussion and Q&A session. The panel of faculty provided insights regarding their success and challenges related to gaining tenure and/or promotion at various career stages (pre-tenure, tenure, full-professor, term negotiation, and promotion). This year, the panel continued to include faculty representing experiences of tenure-track and non-tenure track, including: research faculty and term faculty. Approximately 20 faculty members attended. *Notably*, attendance was lower than in past years. This was due to the new UAF-UAA schedule that resulted in classes and other activities being offered on a day that was typically open for Spring Fest activities. The workshop was offered via distance delivery, and recorded (by UAF's OIT).

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

- Alex Fitts (Administrator perspective)
- Diane O'Brian (Associate to Full Professor perspective)
- Sarah Stanley (Assistant to Tenure perspective)
- Srijan Aggarwal (4th Year Review perspective)
- Anna Liljedahl (Research Faculty perspective)
- Seth Jones (Full-Term perspective)

Workshop attendees were asked to complete a semi-structured evaluation/comments form to help guide future workshops. In the evaluation, 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

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workshop. Primarily, participants indicated that they attended the workshop to “*learn more about the [T&P and non-tenure] process.*”

- *Most beneficial aspects* included:
“*Examples of what works and what does not.*”
“*Experts sharing from multiple perspectives.*”
- *Questions remaining* included:
“*The step-by-step process.*”
- *Other comments* included:
“*Thank you for hosting, educating and supporting.*”
“*Wondering if group could facilitate the formation of working groups of like-individuals moving through the tenure and promotion process.*”

UNAC Proposal

A sub-group of CSW members and other UAF faculty co-wrote and submitted, a UNAC sponsored, UAF Faculty Initiative Fund proposal, March 2018: *Climate change at UAF: Recruit, retain and promote excellent, and diverse women STEM faculty* (PI: Steffi Ickert-Bond)

Literature Review

The committee is in the process of undertaking a literature review focused on gender bias as it relates to hiring and promotion practices. The goal is to disseminate evidence-based information and strategies throughout the UA community, with particular emphasis on hiring, tenure, and promotion committees.

Continued and Future Planning

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

- Expanding membership to include: 11 elected and 1 assigned faculty senator to enhance ability to focus on diverse topics and activities
- Hosting the Women’s Faculty Lunch; providing the opportunity for networking, and discussing important issues
- Providing Tenure, Promotion, and Career Success Workshops that address the salient needs, concerns, and suggestions represented by UAF faculty
- Understanding and developing approaches to reduce/eliminate bias in hiring, tenure and promotion processes
- Developing strategies and opportunities to enhance mentoring for UAF faculty (both men and women) at all career levels
- Ensuring appropriate and responsive family medical leave policies
- Exploring issues and strategies for improvement for women holding non-tenure-track positions (e.g., adjunct, research, term-funded)