Minutes
Committee on the Status of Women
CSW Meeting 14 September 2017, 12:00-1:00pm
Museum Conference Room

Members present: Ellen Lopez (Co-chair), Derek Sikes, Megan McPhee, Jenn Guerard
(co-chair), Tamara Harms, Daisy Huang (new member), Suzan Hahn (ex officio
member, Interim Dean of Libraries), Robyn Henry (new member)

Members absent: Steffi Ickert-Bond

1) Women Faculty Lunch. Tuesday Sept 19th, 12:30-2:30pm Ballroom in Wood
Center. 70 RSVPs so far. Seating and catering is set. Some honor for Grace Schaible.
Ellen invited Jennifer Jolis, UAF faculty and former Executive Director of Bread Line,
Inc. as the speaker. Derek has arranged audio-video. No music arranged yet – Jenn
will look into this because Tamara reported that no interest has come from the
music department students. Derek will look into an audio input for an iphone
playlist. Set up at 11:30 am, clean up 2:30-3:00. Ellen will work with Emily about a
certificate and/or gift for the speaker.

2) Handouts regarding bias in hiring and promotion. Tamara is leading with
Jenn helping. We’ll focus on finalizing one or two of these. For next time – each of us
will read 3 papers of interest to them (some are on the shared google drive) and
summarize key points with citations and add these to the google doc in the shared
drive. Goal is to have handouts with not just the problems but also solutions. Ian
has not replied to Jenn’s request to get the PAIR data that would provide UAF
specific statistics on promotion, tenure, hiring etc.

2.1) PAIR data on UAF faculty by gender etc. (copied from minutes of Sept
2016 CSW meeting): Need CSW to specify what we need. Improvements to the
2013 set prepared by Sine Anahita include: break out by college, breakout by
appointment (bipartitie vs tripartite), data analysis should allow for analysis
of variance to compare means statistically. Are women taking longer to apply
for promotion/ tenure. Multi-year option? Years in Associate by gender? Jenn
will invite Ian to a CSW meeting so we can all discuss these questions and
what sorts of data & analysis we can get.

From last meeting: “Once handouts are ready: Steffi idea to have one CSW rep attend
P&T peer-review & U-wide meeting of each dept to introduce the topic & handout.”

3) Leave share. Derek & Megan.
Still to do:
-check on other peer universities re: family leave policies. Is UAF behind?
-focus on better family leave – across board (not just family leave)
-Derek Checking with legal counsel at UAF: re: who would be knowleddgeable
-Invite Erika Van Flein / Legal Counsel to discuss questions about holding pattern?

-Why is dona ting leave for non -medica l emer gen cie s a t ax liability? (& why isn ’t it a

liability when it’s a medical emergency?) - -