

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

Members present: Ellen Lopez (Co-chair), Jenn Guerard (co-chair), Tamara Harms, Daisy Huang, Steffi Ickert-Bond, Derek Sikes, Megan McPhee, Robyn Henry

Guests: Lily Cohen, Jessie Robertson

Members absent: Suzan Hahn (ex officio member, Interim Dean of Libraries)

**1) Faculty Senate letter “Supporting Leadership at UAF.”** Discussion of this sign-on letter which includes a long list of issues of gender and race bias. This was sent to all UAF faculty and staff for signing. CSW was not involved in the production of this letter but was later contact by Lily Cohen regarding our interest in being involved. Lily Cohen (as guest): explained the origin of the letter. She works in IARC, attended a conference on early career leadership, Larry Hinzman asked for feedback. Lily and others co-wrote the letter, opened for others to sign to provide feedback. Jessie mentioned ideas for providing mandatory leadership training, / mindful leadership, managing implicit bias, issues of inclusivity, emotional intelligence training. Univ. Michigan – open payroll/rates information. There is a request that UAF provide immediate, external evaluation into salary equity (in contrast to internal UAF evaluation). UAF admin, in response, are forming a task force (see appendix). Concerns that currently nominated members lack representation to diversity. Discussion of on UAF faculty by gender sitting on this task

Ian a few weeks ago is internal UAF research on the functioning of UAF. Snapshots taken once per semester. Problems with how the data have changed over time (data from >8years ago hard to compare to current). Self-reported data (e.g. race and gender) not as complete. CSW committee reviewed one spreadsheet of data with Jen's help. Google doc titled “Gender Bias in P&T Criteria - ROUGH draft” is shared with all CSW members. Progress is being made with a number of facts backed by citations in each of 6 categories. CSW plans one more month of input to this document before formatting it for distribution as a variety of handouts and/or powerpoints.

**4) Leave share.** (NOT DISCUSSED – carried over from prior meeting). Derek & Megan. Re: CSW Resolution “*The Committee on the Status of Women urges UAF and UA to amend the leave-share policy in order to permit the sharing of sick leave for pregnancy, childbirth, adoption, family and elder care*”

*spectrum to this conversation about change. I will ask that the task force begin its work with your petition, so that we don't lose any of the momentum you have started.*