

Committee on the Status of Women, Minutes Thurs, Mar 29, 2012; 11:30-1:00 pm,
Gruening 718

Members Present: Melanie Arthur, Derek Sikes, Kayt Sunwood, Jane Weber, Nilima Hullavarad, Jenny Liu, Stefanie Ickert-Bond, Johnny Payne, Ellen Lopez

Members absent: Shawn Russell

1) Brown Bag - "Career Development Mapping" 3/22 brown bag lunch went well but need a new room due to technological issues.

2) Speaker for Women Faculty Luncheon, Sep 25th, 2012. Shawn Russell, who has wanted to attend, will be flown in. 25th Birthday of Women's & Gender Studies, 2012: Celebration with food & cake, this Friday 5-6:30 multi-level lounge. Will do a larger celebration in the fall. Plan to bring in a nationally known speaker - Carolyn "Biddy" Martin, 19th president of Amherst College, Provost of Cornell from 2000-2008 (longest serving provost). Perhaps a collaboration with CSW could happen also and perhaps Carolyn could be the speaker for the luncheon? Need to confirm ASAP so we have time to setup a speaker if needed. Kayt will communicate with Carolyn on this and get back to us.

3) Panelists for Promotion / Tenure Workshop, Friday, April 27. 10-12 room 109 in Butrovitch. Derek Sikes will moderate. Panelists who have agreed: Paul Layer, Roxie Dinstel, Sine Anahita and Melanie Arthur. Ellen will ask Courtney who has recently completed a fourth year review. Steffi will ask Ute Kaden in Education. Kayt will run the eLive internet connection.

4) Spousal Hire Policy. Melanie update: Too late for this academic year for senate. Melanie will no longer be on faculty senate when it can be discussed. No policy in place but having a policy and corresponding budget is on Chancellor's list of goals for 2012 & Vision 2017 Plan. An initiative in 2003 was drafted based on concerns of violation of fair hiring regs. Does CSW want to take this on? ~25% of universities have policies, another ~15% have policies that oppose partner accomodation. AAUP has a set of best practice recommendations such as: a transparent policy, known to candidates, hiring process of spouse should be as similar to a typical hire as possible. Concerns rest mostly on the issue of possible lowering of standards to hire a spouse and lack of transparency regarding the process of direct hiring. Dean Payne added that currently, with no policy we can't even ask a candidate if a job candidate has a spouse. With a policy we could provide the policy to the candidate and legally make it a topic of discussion. The 2003 proposal suggested provost cover 1/3 of hire cost at least initially. The policy draft currently would only cover tenure-track hires but this could be relaxed. Melanie added

that a hire will not proceed unless there is motivation by all parties involved so why limit it to only tenure-track positions?

CSW agreed to pursue this by working from the 2003 draft and senate comments. Jane will invite Mae Marsh, Director of Diversity and Equal Employment, to next CSW meeting.

Next Meeting - (after the P&T workshop in April); Thurs 10 May 2012, 10:00-11:30AM (to accomodate guest Mae Marsh).

Meeting was adjourned at 12:40; Respectfully Submitted, Derek Sikes

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