

## **Committee on the Status of Women 2010-11 Annual Report**

The Committee on the Status of Women (CSW) met monthly during AY 2010-11 concerning issues affecting women faculty at UAF.

CSW continued the “Brown Bag Lunch” series on topics of faculty interest held in various campus locations and via elluminate-live. Some of the “Brown Bag” topics were “Transitions – Graduate Student through Full Professor” and “Making a Great Life Here”. CSW will continue to organize these informal discussions with such topics as “Worklife Balance” in 2011-12.

CSW helped to get the resolution to strongly request that all Faculty Review Committees choose to follow the traditional option of allowing a candidate for Tenure, Promotion, or Comprehensive Review to opt for an “open” meeting, and that “mandatory closed” meetings be avoided, publicly reaffirmed by UAF’s Faculty Senate in September 2010.

In October 2010, CSW organized UAF’s sixth annual Women Faculty Luncheon, which was webstreamed for faculty who could not attend in person. Over one hundred women faculty attended this event with UA Museum of the North Director Carol Diebel giving a fantastic keynote address. We gratefully acknowledge the financial support for this event from the Office of the Chancellor. We are in the process of securing the funding and planning for the seventh luncheon in October 2011.

CSW members participated on a Women and Gender Studies Panel, “Where Are the Women?”, where UAF practices related to employment, retention and promotion of women faculty, lecturers, and instructors were examined in December 1010.

In February 2011, CSW was given a presentation on the “Women in the STEM Disciplines at UAF” project where some of the statistically significant findings were that there are more women than expected in term/soft money positions and that there are more women in lower rank tenure track positions than men and conversely more men in higher tenure track ranks than women. CSW is deciding if the committee would like to further pursue some of these questions.

In April 2011, CSW again organized a two hour comprehensive tenure and promotion workshop, *Planning Strategically for Promotion and Tenure*. The workshop highlighted strategic planning for promotion and tenure and faculty attended both in person and via webstream. This extremely useful workshop, which we facilitate annually, provides an informal venue for faculty to discuss strategies, file preparation, mentoring, effectively preparing for tenure and/or promotion, fourth year reviews, and other issues related to the T&P process for both United Academics and UAFT.

CSW has a permanent seat on the Chancellor’s Diversity Action Committee (CDAC). This committee met monthly during AY 2010-11, and the CSW representative brought issues of equity to the attention of the committee.

In Progress:

- Discussion of the issue of term-funded and adjunct faculty , especially as these issues differentially affect women
- Gathering and analyzing historical data information with gender on time to tenure and promotions, rank, and salary information for faculty at UAF for at least the last ten years – Gender bias? CSW is currently waiting for fifteen years of statistics from Institutional Research on nonretention.
- Promotion workshop for Associate Professors moving to Full Professors
- Examining structural, rather than individual, issues contributing to women being “stuck” at the Associate Professor level
- “Survey Monkey” survey and study about the tenure and promotion decision-making process
- Facilitating mentoring of new, mid-career, and senior women and allied men
- Strengthen liaison relationships with women staff members at UAF, the UAF Women’s Center, and with faculty at the other MAUs.