Committee on the Status of Women 2012-13 Annual Report

The Committee on the Status of Women (CSW) met monthly during AY 2012-13 concerning issues affecting women faculty at UAF.

On September 25, 2012, CSW organized UAF's eighth annual Women Faculty Luncheon, which was webstreamed for faculty who could not attend in person. Over one hundred women faculty attended this event with Dr. Sharon Bird, Research Director for ISU Advance at Iowa State University, giving an inspiring keynote address. We gratefully acknowledge the financial support for this event from the Office of the Chancellor. Carol Gold and Jane Weber met with Vice Chancellor Mike Sfraga in December 2012 to secure the funding for future luncheons. Thanks to Vice Chancellor Sfraga these funds are now a line item in UAF's budget.

CSW facilitated a "Brown Bag Lunch" series which morphed into a "Conversation Café" series. These discussions on topics of faculty interest were held in the UAF Women's Center and via elluminate-live. Highlights this year were "Navigating Differences", "Mentoring" and "The Challenges & Rewards of Taking on Leadership Roles". CSW also facilitated lively discussions of Dr. Bird's presentations. Faculty are definitely energetic and eager for these "Cafes" and a topic that is generating much interest is "Surviving Within Peer Units" so this will definitely be scheduled for Fall 2013.

CSW submitted a Resolution of *Reaffirmation of Commitment to Shared Governance* to the Faculty Senate which was passed at Senate meeting #184 on September 10, 2012. This resolution urged the University administration to reaffirm its commitment to the principle of shared governance.

Chancellor Rogers formed a Women's Center Advisory Committee in Fall 2012. The committee charge is to advise the Women's Center, its manager, and the chancellor on how UAF can best meet the mission of the UAF Women's Center. Ellen Lopez and Jane Weber, CSW members, were invited to serve on the Advisory Committee.

CSW invited Dr. Sine Anahita to discuss a summary of salary data by rank and gender from Spring 2012. The data and statistics were prepared by Institutional Research. Results indicate that women's salaries are now 89-99% of men's. The greatest disparity is at the Associate Professor rank but the five year trend shows a positive reduction in disparity. The report on total UAF faculty (n=1034, 55% men) shows that 16% of full professors are women, 39% of associate professors are women, and 52% of assistant professors are women. CSW is continuing discussion about why the percentage of women is still low at the higher ranks.

CSW is in the process of formulating a rationale for a faculty/administrative position focusing on the issues of women faculty. We are looking at peer institutions that have such a position. One of the benefits of such a position would be the prevention of loss of university funding due to the non-retention of women faculty. CSW is working on a rationale to be supported by empirical evidence that there are institutional problems holding women back at UAF.

CSW is still working on a proposal for a UAF Spousal Hire Policy. UAF has no such policy in place but having a policy and a corresponding budget is on the Chancellor's list of goals for 2012 and on the Vision 2017 Plan. We are trying to update a 2003 Senate draft that was based on concerns of violation of fair hiring regulations and are looking at the AAUP best practice recommendations. CSW will invite Mae Marsh, UAF's Director of Diversity and Equal Employment, to meet with us about a Spousal Hire Policy.

In April 2013, 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. Invited panelists this year were Roxie Dinstell, Sine Anahita, Ellen Lopez, Paul Layer, Joan Braddock and Todd Sherman.

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, nonretentions and salary information for faculty at UAF for at least the last ten years – Is there a gender bias?
- Promotion workshop specifically for Associate Professors moving to Full Professors
- Examining structural, rather than individual, issues contributing to women being "stuck" at the Associate Professor level
- 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
- UAF Spousal Hire Policy.