

**Minutes**  
**Committee on the Status of Women**  
**CSW Meeting 18 August 2017, 10:00-11:00am**  
**Murie 330**

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

Guest: Emily Perryman (faculty senate coordinator)

Members absent: Robyn Henry (new member)

**1) Introductions, members & roles**

**2) Review & Discuss Existing Information about CSW**

CSW page on faculty senate website: <http://www.uaf.edu/uafgov/faculty-senate/committees/16-17-csw/>

**3) Women Faculty Lunch.** Tuesday Sept 19<sup>th</sup>, 12:30-2:30pm Ballroom in Wood Center. Some honor for Grace Schaible. Ellen invited Jennifer Jolis, UAF faculty and former Executive Director of Bread Line, Inc. Invitations, emails, reminders being sent out & forthcoming. Seating – Ellen and other committee members will work with Emily on the RSVP list & seating. Derek will arrange audio-video. Daisy mentioned that she hadn't been invited and didn't know about the lunch and has been at UAF since 2014. Ellen will look into why this happened. Catering is ordered. Tamara will contact Paul Krejci about getting student musicians. 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.

**4) Handouts regarding bias in hiring and promotion.** Tamara is leading with Jenn helping. We'll focus on finalizing one or two of these. Left to do – add citations & tie information to unbiased primary literature. Hope to get one on bias in tenure and promotion by Oct 1<sup>st</sup> but this deadline is considered too early – decided to make completion of these as a year-long project. Daisy, Robyn, and Emily will be added to the Google drive. Need an up to date literature search on gender bias in tenure and promotion.

- CSW members should read a variety of articles on bias in promotion & tenure by the next 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.

**5) Leave share.** Derek & Megan.

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 knowledgeable
- Invite Erika Van Flein / Legal Counsel to discuss questions about holding pattern?
- Why is donating leave for non-medical emergencies a tax liability? (& why isn't it a liability when it's a medical emergency?)
- Is this a state or federal law?
- How is medical emergency defined? And by whom?
- one-on-one is considered income to the donor (would it differ if there was a general pool?)

Derek & Megan will refresh this topic for next meeting.

**6) Meeting schedule.** Need to get vcom rooms, Murie works but meetings need to be planned in advance. Phone audio not adequate for distance attendance in many rooms on campus.

September: Thursday, the 14<sup>th</sup>, noon-1pm

October: Tuesday, the 17<sup>th</sup>, noon-1pm

November: Tuesday the 14<sup>th</sup>, noon-1pm

December: Tuesday the 12<sup>th</sup>, noon-1pm

Tamara will book Murie room & Derek will schedule OIT video conferencing (Megan will need to install Jabber – software needed on other end)

Adjourned, 11:00 am

Respectfully Submitted, Derek Sikes. These minutes are archived on the CSW website:

<http://www.uaf.edu/uafgov/faculty-senate/committees/16-17-csw/>