

**Minutes**  
**Committee on the Status of Women**  
**20 Jan 2017, 11:30-12:30**  
**Teleconference**  
 1 (866) 832-7806  
 Participant Code? 2034433

Present: Megan, Jen, Ellen, Susan, Steffi, Diana, Tamara, Erin

**1) Two finalists for UAF Office of Diversity and Equal Opportunity**

- Monday, 23 Jan (Eielson 304) – each candidate will attend forums for campus community providing overview of experience and Q&A
  - Phoenix @ 3:30
  - Griffith @ 4:15

\*Ellen will try to go to these forums and report back

**2) Votes of (no)confidence?**

- See pp. 2-4 following agenda - from Orion Lawlor (Fac Senate President)
- Discussion – not documented
- No decision made

**3) PAIR data (Jennifer)**

- Scheduling Ian to joining us?

\*Jennifer will contact Ian

**4) Leave Share (Derek, Erin)**

- Focus on better family leave – across board (not just family leave)
- Checking with other universities re: family leave policies – is UAF behind?
- Derek checking with legal counsel at UAF re: who would be knowledgeable
- Still Invite Erika Van Flein/Legal Counsel to discuss questions about holding pattern?
  - Why is donating leave for non-medical emergencies a tax liability?
  - Is this a state or federal law?
  - Why isn't it a liability when it's a medical emergency?
  - Who defines the medical emergency?
  - One-on-one is considered income to the donor.
  - This is different than LWOP because there is not tax of course when you aren't getting paid.
  - Would this be different if it was put into a general pool?

\*Everyone will look at 2-3 other universities – such as:

- |                   |                           |
|-------------------|---------------------------|
| ○ UW              | ○ Univ of Montana         |
| ○ Univ New Mexico | ○ Montana State           |
| ○ Univ Michigan   | ○ Calif System            |
| ○ Univ Wisconsin  | ○ Oregon State University |
| ○ UNC             | ○ Ohio State              |
| ○ Boise State     | ○ Delaware                |

### 5) Gender and Bias in promotion (Megan)

- Discussed draft (see pp. 5-6) developed by Megan
- Drafty as of now
- Need to avoid generalization, sweeping comments that *all* promotion evals/mechs are biased against women
- Might add info regarding service
- Need info from non-science disciplines and studies re: gender bias in promotion
- \*Social Science members will look at literature and citations
- \*Everyone will use original GoogleDoc for adding info
- \*PRIORITY – because of Convo Cafe

### 6) Conversation cafés and Faculty Equity Community (Erin)

- Good to do early in semester
- What should be the outcome?
  - Women faculty being aware of issues that may impact them at UAF
  - Specific recommendations to administration
- Dates/Times:
  - 1-2:00, Tuesday, 7 Feb (TBD)
  - 5-6:00, Weds, 8 Feb (Pub)
- Need advertising!!!

### 7) Keep in mind ideas for planning T, P, career success workshop

- Next CSW meeting – members will come with ideas for panel members
- Ideas for vetting questions from attendees

### 9) Feb, March, April, May meetings

*All will be Thursdays, 10:00-11:00 in the Museum's Conference Room*

- 2 Feb (convo café planning, not full CSW meeting – if needed)
- 9 Feb (full CSW meeting)
- 9 March
- 13 April
- 27 April

Tamara will try to reserve a room and pexip login (to connect with Megan)

### 10) Other?

Nope!