

## **Committee on the Status of Women (CSW) 2016-17 Annual Report**

### ***CSW membership***

Ellen Lopez (Chair), Diana Di Stefano (Co-Chair), Erin Pettit, Megan McPhee, Derek Sikes, Steffi Ickert-Bond, Jenn Guerard, Tamara Harms and Suzan Hahn (ex officio member),

### ***CSW Meetings***

The Committee on the Status of Women (CSW) met monthly during AY 2016-17 to discuss, assess, and address issues affecting women (and all) faculty at UAF. *The following highlights this year's committee accomplishments.*

### ***Women Faculty Luncheon***

On 20 September 2016, CSW hosted UAF's 12th annual Women Faculty Luncheon. OIT provided access to faculty joining from distance, and recorded the presentations. Over 65 women faculty and administrators participated, celebrated their successes, and made new acquaintances (seating was purposefully planned to create diversity across colleges/disciplines, faculty, administration, and tenure/promotion status at each table). Several UAF administrators/dignitaries were in attendance, and all were sincerely acknowledged for their support. Our honored keynote speaker was Susan Henrichs, PhD, UAF Provost & Executive Vice Chancellor for Academic Affairs.

### ***Conversation Café Series***

CSW continued to facilitate "Conversation Cafés" (established in AY 2012-13) which were conducted in the Murie Building and UAF Pub. The Café and Pub Night offered the opportunity for faculty and others to discuss issues gender bias in hiring and tenure/promotion. Per reviewing the literature and discussions during the Conversation Cafés, CSW is developing a series of evidence-based handouts focused on:

- Gender bias in hiring – directed toward administration and search committees, and for women seeking employment.
- Gender in tenure/promotion – directed toward peers, administrators and review committees, and for women going up for tenure/promotion.

### ***Planning for Career Success, Promotion and Tenure Workshop***

On 21 April 2017, CSW hosted its 12<sup>th</sup> annual two-hour comprehensive, *Planning for Career Success, Promotion and Tenure workshop*. The workshop comprised a panel discussion and Q&A session. The panel of faculty provided insights regarding their success and challenges related to gaining tenure and/or promotion at various career stages (pre-tenure, tenure, full-professor, term negotiation, and promotion). This year, the panel continued to include faculty representing experiences of tenure-track and non-tenure track, including: research faculty and term faculty. Approximately 25 faculty members attended. The workshop was offered via distance delivery, and recorded (by UAF's OIT).

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The six workshop panelists represented diversity in terms of college/department affiliation, position, and tenure/promotion situation. They included the following:

- Alex Fitts (Vice Provost)
- Eileen Harney (Term to Tenure-Track)
- Alex Hirsch (4<sup>th</sup> year review)
- Jeff Benowitz (Research Faculty)
- Erin Petitt (Tenured)
- Paul Layer (Full Professor)

Per last year's feedback, workshop participants were able to send in questions (via a Google doc) prior to the workshop. Workshop attendees were asked to complete a semi-structured evaluation/comments form to help guide future workshops. Attendees were asked about their motivations for attending the workshop, how well their expectations were met, aspects they found most beneficial, questions or concerns that were left unanswered, and suggestions to improving the workshop. Primarily, participants indicated that they attended the workshop to clarify the T&P process.

- *Most beneficial aspects* included:  
Question and answer session, review of process, tips for preparing/organizing binders, open conversations, understanding of timeline involved,
- *Questions remaining* included:  
Suggestions for bipartite faculty regarding service requirements
- *Other comments included:*  
Would have been good to hear more from junior faculty on panel, very nice discussion format, helpful, great panel, thanks

### ***Continued and Future Planning***

*CSW continues to give focus to, and make progress on the following:*

- Hosting the Women's Faculty Luncheon; providing the opportunity for networking, and discussing important issues
- Providing Tenure, Promotion, and Career Success Workshops that address the salient needs, concerns, and suggestions represented by UAF faculty
- Understanding and developing approaches to reduce/eliminate bias in hiring, tenure and promotion processes
- Developing strategies and opportunities to enhance mentoring for UAF faculty (both men and women) at all career levels
- Ensuring appropriate and responsive family medical leave policies
- Exploring issues related to term-funded and adjunct faculty, particularly those issues that differentially affect women