

## **Committee on the Status of Women**

Minutes Monday, 06 Nov 2015, 1-2pm, School of Ed Conference Room - Gruening 718

Present: Jane Weber, Mary Erlander, Diana Di Stefano, Derek Sikes, Ellen Lopez, Erin Pettit, Alex Fitts, Megan McPhee (via skype), Sine Anahita

Members absent: Women's Center Coordinator

**1. Luncheon Cost Analysis Update.** \$1,750 for 2015, \$2,150 for 2014 so we dropped the costs this year but need to reduce it more. Committee agreed that asking Provost Henrichs would be ideal for the 2016 luncheon because she can speak to the particular challenges at UAF now.

**2. Conversation Cafés.** Planning for Spring, probably at a Café like Arctic Java, or an evening /dinner event. Something to entice more people, try new ideas. Erin will take the lead. Sine suggested a regular date that we could plan on. Mary suggested perhaps using a reading of a new article as a catalyst for discussion.

**3. Promotion & Tenure Workshop.** Springfest is April 22, 2016. Too early to reserve the normal room (Butrovich 109 (BOR Conference Room)). Need to think about panelists. Perhaps cover Associate to Full promotion issues and term faculty concerns. Alex Fitts (Vice Provost and Accreditation Liaison Officer) agreed to speak again. Although each term faculty's contract is uniquely negotiated, we can still provide information about general aspects of the process / career advice and to show that, despite their unique nature, they still belong to community at UAF that cares about them. Discussion of whether term issues should be somehow isolated from the normal panel discussion (and perhaps having a Conversation Café devoted to term issues). Concluded that probably best to not isolate term discussion but keep it part of the normal panel. Distance aspect failed last year – how to do better for next? Illuminate live probably. Sine would be happy to do the fliers for the workshop (include a list of all faculty types & emphasis on strategizing careers).

**4. Family Leave.** Diana's case. Website said 18 weeks of family leave (generous!), she went to HR to ask about the 18 weeks. It was complicated – need to take personal sick leave (but not everyone has 18 weeks saved up, Diana had 6 weeks of leave). Donation of sick leave from others can only happen if there is an emergency medical condition like a C-section. After sick leave ends, then family medical leave, without pay, and it affects insurance (but not clear on the details – going on unpaid leave and having to pay extra to keep insurance is a problem). Wanted to not teach in Fall – went to union, learned that she needed to be at least 51% for the semester. Will be full time in the Spring, 60% of normal contract for year. Had to negotiate. Took a significant pay cut but got the time off. Obviously not an ideal way to obtain maternity leave.

Would be better if there was a University policy for family leave (not just maternity leave) so faculty wouldn't have to negotiate each case separately. **One obvious improvement would be to try to change the rule on leave sharing (pregnancy and childbirth are the only events explicitly excluded from leave sharing).** Statewide HR would need to be contacted to find how this might be changed. Issue was raised of making the donation recipient anonymous, perhaps a pool of funds within each department, that could be tapped into by those needing leave time.

**5. Children on Campus.** Ran out of time, will pick up at next meeting.

