

Committee on the Status of Women (CSW) 2017-18 Annual Report

CSW members

Ellen Lopez (Chair), Jenn Guerard, (Co-Chair) C [(1(po)(l)-f(ai)f(ai)7(h)- I)9(ck7(o)-44(ai)o)4(r)8(t)]TJ 0 5.3
The SW) meCcountited during AY 2017-18 to d
assess, and address issues affecting women (and all) faculty at UAF. Specifically, me
agendas included planning major and other events and activities. *The following highlig*
year's committee accomplishments.

Women Faculty Lunch

On 18 September 2017, CSW hosted UAF's 13th annual Women Faculty Lunch. OIT
access to faculty joining from distance, and recorded the presentations. Over 60 wome
and administrators participated, celebrated their successes, and made new acquaintanc
was purposefully planned to create diversity across colleges/disciplines, faculty, admin
and tenure/promotion status at each table). Several UAF administrators, dignitaries an
CSW members were in attendance. All were sincerely acknowledged for their support
honored keynote speaker was Jennifer Jolis, former UAF faculty member, former Exe
Director of Stone Soup Café, and active community member.

Planning for Career Success, Promotion and Tenure Workshop

On 20 April 2018, CSW hosted its 13

th 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 20 faculty members attended. *Notably*, attendance was lower than
in past years. This was due to the new UAF-UAA schedule that resulted in classes and other
activities being offered on a day that was typically open for Spring Fest activities. The workshop
was offered via distance delivery, and recorded (by UAF's OIT).

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

- Alex Fitts (Administrator perspective)
- Diane O'Brian (Associate to Full Professor perspective)
- Sarah Stanley (Assistant to Tenure perspective)
- Srijan Aggarwal (4th Year Review perspective)
- Anna Liljedahl (Research Faculty perspective)
- Seth Jones (Full-Term perspective)

Workshop attendees were asked to complete a semi-structured evaluation/comments form to help
guide future workshops. In the evaluation, 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

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workshop. Primarily, participants indicated that they attended the workshop to “*learn more about the [T&P and non-tenure] process.*”

- *Most beneficial aspects* included:
“*Examples of what works and what does not.*”
“*Experts sharing from multiple perspectives.*”
- *Questions remaining* included:
“*The step-by-step process.*”
- *Other comments included:*
“*Thank you for hosting, educating and supporting.*”
“*Wondering if group could facilitate the formation of working groups of like-individuals moving through the tenure and promotion process.*”

UNAC Proposal

A sub-group of CSW members and other UAF faculty co-wrote and submitted, a UNAC sponsored, UAF Faculty Initiative Fund proposal, March 2018: *Climate change at UAF: Recruit, retain and promote excellent, and diverse women STEM faculty* (PI: Steffi Ickert-Bond)

Literature Review

The committee is in the process of undertaking a literature review focused on gender bias as it relates to hiring and promotion practices. The goal is to disseminate evidence-based information and strategies throughout the dr-4(dr-4d)]TJ 0 p4.33,-p.15(e)6()]sdr-4(dr-11.9-4(ces)-pt-0.9(o2(ac)4(ul).9-4(ce