

**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 JAF bac** k

**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, Ellen, Megan, Pth, Susan, DG, Rnt, Hilg, Jutte, Erka Van Fl**

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- 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

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