

**Commission for Women
Minutes
December 1, 2005**

Attendance:

Pam Hindle, Lori Epperson, Mary Papke, Billie Collier, Margaret Crawford, Deborah Glenn, Nancy Goslee, Deborah Haines, Lyndsey Hulen, Thura Mack, Carolyn Hodges, Charles Maland, Lillian Mashburn, Diana Moyer, Gayle Matthews, Jennifer Richter, Cheryl Travis, Nancy McGlasson, Nancy Howell, Noriko Horiguchi, Elaine Anderson, Billie Collier, Katherine Howland, Sarah Peacock, Wendy Syer and Liuyan Yang.

Hindle called the meeting to order.

I. October Minutes

The minutes of October and November were approved with several corrections.

II. Tennessee Economic Council on Women – Lillian Mashburn

Mashburn reported on the Tennessee Economic Council on Women conference that was held on October 17 in Nashville. It was an invigorating day of speakers, networking with other women, and forging new relationships with attendees representing a wide variety of businesses and professions.

The Council spearheaded a campaign to study the economic and social impact of domestic violence in East Tennessee. The campaign incorporates two strategies. The first was to hold public hearings on the economic impact of domestic violence in metropolitan areas throughout the State (Chattanooga in November 2002, Memphis in May 2003, Nashville in December 2004, and Johnson City in May 2005). The second strategy is to develop a quantifiable economic model to measure the actual costs of domestic violence. In partnership with an educational institution, data are collected and analyzed in a delineated geographic area regarding the targeted variables of health care and insurance, the courts, and businesses. The Council intends to use this model as a metric for other states to utilize, to speed legislative and policy activity to eradicate domestic violence. A report to the Tennessee General Assembly, presented by the Council in January 2006, entitled 'The Impact of Domestic Violence on the Tennessee Economy', is available online: http://www.state.tn.us/sos/ecw/domestic_violence_report.pdf.

Afternoon sessions included: work and life balance, life transitions, why women are important to the future of corporations, the status of women, economic and health care status of elderly women, and Tennessee legislation and policy. The luncheon speaker is an executive speech coach who teaches women to present themselves professionally.

The 2006 Economic Summit for Women will be held on October 23, 2006 in Nashville. Dr. Arlene Garrison, Assistant Vice President of the Office of Research and Information Technology, is UT's Council representative.

III. Committee Reports

Notable Woman: Crawford reported that she has received a number of nominations. Curriculum vitae, biographies, other supporting documentation, and an electronic ballot will be on Blackboard. This year's category is 'alumnae.'

Angie Warren Perkins: Goslee reported that a number of nominations have arrived. 'Junior Faculty' is the category this year.

Mentoring: Goslee reported that the Mentoring Committee will highlight mentoring for women interested in science, targeting women who are applying to UT as well as women who are already students here. Goslee mentioned that there is interest on campus in setting up a similar mentoring program for African American men students. Commission members remarked that the difficult part of the mentoring relationship is keeping it going.

Epperson shared some successful mentoring opportunities that her daughter experienced. Peacock mentioned that it is difficult to contact mentors. Hindle and Collier discussed a plan for web-based mentoring in which women faculty and researchers in academic areas lacking in women, such as engineering, mathematics, and science, could connect with women students, newly admitted or already enrolled, through monitored email. Haines suggested hosting mentoring contact information on Blackboard. Papke suggested creating a list of potential women mentors so that not just one woman will field all questions.

Equity Issues: Hindle reported that she has contacted Donald Cunningham to encourage ongoing progress on designing a metric for the assessment of non-tenure track faculty salaries. Hindle also mentioned the News-Sentinel's recent coverage of faculty salary issues.

Professional Development: Collier reported that the committee met and is continuing to work on a plan for administrative internships. Also, the committee is developing the 'Women in the Academy' initiative to highlight the good work of women faculty, researchers, authors, entertainers, and students in academia. Another plan of the committee is to promote women's professional development through the understanding and use of the Human Resources 128 policy, which encourages at least 32 hours per year of professional development for all employees.

Communications: Haines reported that she has received three nominations for the Marian Moffett Award. The deadline will be extended to January 17th. Also, the committee will put information about HR 128 on the CFW website. Haines reported that our next edition of *Networker* will include extensive information about the QEP and interviews with campus employees to record different perspectives about the initiatives of the QEP.

History and Archives: Crawford reported that the previously missing boxes of Commission documents have been located. Also, Dorothy Ogdon, a graduate Information Sciences student, has joined the committee.

There were no items of old or new business. The meeting was adjourned.