

Commission for Women

Minutes October 6, 2005

Attendance:

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

Hindle called the meeting to order.

I. Introductions

Hindle introduced a new member of the Commission, Katherine Howland, from Women's Athletics.

II. Approval of September Minutes

The Commission reviewed the minutes of September, 2005, and noted several corrections. The minutes, with corrections, were approved.

III. Lillian Mashburn – How I Got Here

Mashburn, a Knoxville native, attended UT and graduated with an education degree. Her primary interest was in politics, but options were few for women at that time. Following graduation, Mashburn taught school and loved the students. She left teaching to raise her children and to become active in the community as a volunteer. A number of her volunteer activities involved the Civil Rights Movement and voting rights. In 1972, Mashburn attended a Women in Politics conference in Washington, D.C., where she was the youngest participant. Mashburn's first experience as a political lobbyist occurred at this conference.

Mashburn became increasingly involved in local politics. She ran for public office, was heavily involved in the National Conference of Christians and Jews, served on board of directors. Mashburn later entered the workforce, serving as Director of Public Relations for at a local bank. She also established her own consulting business. In 1987, Mashburn became employed by UT, working on various projects involving the federal government. Mashburn remarked that mentoring, positive personal relationships, and networking were critical to her success.

Travis asked if the ERA guideline, developed in 1972, benefited women. Mashburn answered that it did make a significant difference. She recognized the benefit in the banking industry and in the Chamber of Commerce, where there were very few women in the mid-seventies. Women members of the Chamber founded the Executive Women's

Association in Knoxville, including women professionals, executives, and business owners who came together to support each other.

Richter asked if Mashburn has any theory about why there are still not many women who go into politics. Mashburn replied that politics is a tough world, hard on families due to gossip, time away, etc. Also, it is more difficult for women to raise money than men. Women have not historically supported women candidates as often as they could.

Howell asked if there will be UT chancellors or presidents who are female in the next decade. Mashburn believes it will happen. She notes that there are already women chancellors and university presidents. Mashburn advised the Commission to remember that UT is in the South. Change takes time.

IV. Chuck Maland – Decision about Jane Curry Visit

Maland presented the schedule for Jane Curry's visit in March 2006. On March 29, Curry will present 'Samantha Rastles the Woman Question'. This show features "farm wife and rustic philosopher Samantha Smith Allen as she 'rastles' with questions concerning history's treatment of women, rights denied by the church, women's powerlessness before the law, social status, role assumptions, and more. Samantha challenges the status quo and plants herself squarely on the side of sensible women's rights". This show will be particularly interesting to people in the English, History, and the humanities. The show will begin at 4:00 in the Hodges Library auditorium.

"Nice Girls Don't Sweat" will be presented on March 30th, 7:00 p.m., in Alumni Memorial Building 302. The show's description is: "Sammy Kay Knight, English teacher and veteran of the All American Red Heads professional basketball team, tells stories about women's experiences with athletics over time. With a sense of history and humor, Sammy Kay's verbal meanderings engage the enduring themes of physical capacities, propriety, and femininity."

"Sisters of the Quill and Skillet" is scheduled for March 31, at 7:00 p.m. The locations has not yet been determined. This show is described as follows: "As her deadline rapidly approaches, newspaper columnist Weezie Alton just can't seem to find the inspiration for her latest offering of "Weezie's Whimsies'. So she does what any other self-respecting writer would do. She procrastinates."

V. Carolyn Hodges – Overview of the Summer Institute Experience

Hindle asked Hodges to give an overview of her experiences at the Bryn Mawr Summer Institute. According to Hodges, the experience was fantastic and she feels fortunate to have had the opportunity to attend, not only in terms of her own career but also for women at UT. The experience was an intense one, providing numerous opportunities.

The annual Summer Institute lasts for approximately one month. The Higher Education Resource Services (HERS), located at the University of Denver, co-sponsors the event. HERS conducts four institutes that help facilitate the professional development of women in higher education from all aspects: academic affairs, student affairs, politics,

budgeting, and so forth. The New England Management Institute for Women in Higher Education, now in its 24th year, offers professional management training to women administrators and faculty. This Institute is an integrated series of five weekend seminars conducted at Wellesley College. Each year approximately fifty women participate in a course of study similar in focus and intent to that of the Summer Institute but shorter in duration and less broad in its coverage. The National Association of Collegiate Women Athletic Administrators conducts a week-long residential program on the Bryn Mawr campus offering women coaches and athletic administrators intensive training in athletic administration. HERS South Africa Seminar is in its fourth year. Over the course of four years, 80 South African women will travel to the US to participate in carefully tailored training opportunities and to serve in internships at selected colleges and universities.

The Summer Institute has a very strong curriculum, and intense training. The curriculum prepares participants to work on issues currently facing higher education, with emphasis on the growing diversity of the student body and the work force. The classes were held all day long, and sometimes into the evening hours, and Saturday mornings. Participants were from all aspects of education, some presidents of universities, some chancellors. Hodges noted that one of the most important aspects of the Institute was the opportunity to interact with outstanding women from around the country. Strong networks were formed.

The Institute's program includes four instructional units: Academic Environment, External Environment, Institutional Environment, and Professional Development. These units are supplemented each year by an informal curriculum tailored to the special interests identified by each summer's class. Hodges noted that the Professional Development unit was fascinating. It included long-term and short-term career planning.

The 2005 Summer Institute Participant Profile shows that there were 71 residential participants and 2 non-residential participants. Most participants had earned doctorates. And, the participating schools were mostly large, public institutions.

Howell noted that statistics show that only three women from UT have attended the Institute. Hodges encouraged the Commission to continue to urge the Chancellor to support sending a participant from UT. Anderson asked that information about the 2006 Institute be distributed as soon as possible.

VI. Committee Reports

Mentoring: Goslee reported that the Committee will host a reception for students displaced from the Gulf states by Hurricane Katrina. Also, flyers announcing the Mentoring program are ready for distribution.

Communications: Haines reminded the Commission that the deadline for inclusion of materials in *Networker* is October 7. Haines further noted that the Committee is assembling a calendar of upcoming events, so please notify her of important dates.

Logo: Horiguchi reported that the Committee is working on a slogan for the CFW. Three suggestions have been received so far: Creating a Fair Workplace, Movement of Balance and Power, and Care For our World. Horiguchi remarked that a slogan can help describe that the Commission is about. The Committee would like additional suggestions.

Professional Development: Billie Collier reported that the Committee is exploring several options for professional development: administrative internships; participating in State organizations such as the Economic Council on Women which meets in Nashville on October 17; and creating a conference to be called 'Women's Growth in the Academy', to provide women faculty and staff with leadership training and opportunities to discuss other issues relevant to the academic community. Also, the Committee plan to provide information about Human Resources Policy 128 which encourages staff to undertake at least 32 hours of professional development per year.

Notable Woman: Crawford reported that the Committee is accepting nominations for the UT Notable Woman award. This year the award will go to an alumna of the University.

VII. Old/New Business

There was no old or new business.

The meeting was adjourned at 1:15.

Minutes submitted by Liuyan Yang