

Commission for Women
Meeting Minutes
May 4, 2017

- I. Approval of Minutes

- II. Report from Chair Hillary Fouts
 - a. Nancy Thacker, GRA, will be continuing work through the summer. In collaboration with the other commissions and council, she will plan a collective kick-off event in the fall.
 - b. The Chancellor's Award banquet occurred on April 12, 2017. Our winners were Verle Keppens for the Angie Perkins Award, and Mintha Roach for the Notable UT Woman award. Commissioner Barbara Thayer-Bacon was also recognized for receiving the Chancellor's award for advising.
 - c. Applications for the 2017-18 CFW are open until May 8th.
 - i. Applicants will be reviewed by Hillary, and then the Chancellor will approve applicants. New commissioners will be notified in the fall.
 - d. The state budget legislation amendment is still under review. Funding that was reallocated from the office of diversity is currently under debate; the intellectual diversity amendment was also discussed. Hillary will meet with the other chairs and the Provost in the next week and will have more information in the coming months.
 - e. Four UT members attended a leadership program through the SEC, including Bonnie Ownley, and presented their findings from a survey of associate professors on campus to the faculty senate. Notable themes including service, unclear expectations, funding issues, bias/bullying, climate. The Status of Women committee has looked into some of these issues as well.
 - i. Mary Lucal discussed the intersectionality of identity and its impact on the results. Race seems to play an integral part in the experiences of associate professors.
 - f. Several members of CFW are on Dr. Theriot's working group committee for developing a mentoring program for faculty. The working group has been addressing the need for mentoring programs and designing the shell of University wide mentoring program. Dr. Theriot's office will take the lead on implementing a mentoring program in the next year. The goal of the mentorship program is to support underrepresented groups.
 - g. The Status of Women committee is working on a final draft of a report and will make final edits through the next month. Hillary discussed the details of the report with commissioners. The final report will be sent to commissioners in the next few weeks, and commissioners will have an opportunity to provide suggestions for edits. We plan to send the report to the Chancellor in late May, early June.
 - i. The report focuses on the promotion of associate professors to full, including length of time in the associate position, retention at UT, barriers

to promotion, and comparisons at various levels of position (department head, dean, etc.).

- ii. Lisa Yamagata-Lynch discussed feedback from administration on the report could lead to focused charges for the CFW next year.

III. Vote on co-chair for 2017-2018

- a. Hillary Fouts will be on faculty development leave for the Fall 2017 semester. Lisa Yamagata-Lynch has volunteered to be a co-chair to support Hillary for the 2017-2018 year.
 - i. Commissioners voted to approve Lisa Yamagata-Lynch as a co-chair for next year.
 - ii. Hillary thanked Barbara Thayer-Bacon for serving as vice-chair this year.

IV. Report from Jenny Ward on the work-life balance committee

- a. Committee members, along with HR representatives and members from the Office of the Provost, identified structural and cultural issues around work/life balance—including research on existing resources and access/support to use available resources. They specifically reviewed resources related to child and elderly care. They found data and references that show these resources are available at other institutions, and have created recommendations for UT based on our aspirational peer institutions.
- b. Mary Lucal and Matthew Theriot have joined the College & University of Family Work-Life Association (CUFWA) in support of these issues.

V. Discussion of meeting with Chancellor Davenport on May 8th from 3-4pm at the Frieson Black Cultural Center.

- a. Commissioners discussed priorities and questions to address with Chancellor Davenport.
- b. Jenny Richter discussed a need to be prepared to address our role and purpose as a Commission. Our role and purpose may shift with new leadership.
 - i. Danielle Burton noted a need for Commission chairs to collaborate to distinguish our roles and function collaboratively.
- c. Areas to address: background of CFW, what we do, our focus from this year, work from committees, hear from her about trends in other places, and inquire about her philosophy of leadership

VI. Other Updates

- a. The CFLGBT honored Pride Center student assistants and ambassadors at the last meeting. Students discussed their interactions with Chancellor Davenport.

VII. Adjourn