

## August 25, 2016 Commission for Women Meeting Minutes

Attendance: Pamela Bishop, Ashley Blamey, Patricia Freeland, Lynda Hardy, Kierstyn Lamour, Thura Macke, Lisa Reyes Mason, Kelly McDaniel, Stephanie Metz, Jennifer Morrow, Sara Nasrollahian Mojarad, Mary Papke, Shelby Reyes, Marla Roberts, Gwen Ruttencutter, Rita Smith, Barbara Thayer-Bacon, Jenny Ward, Lisa Yamagata-Lynch, Aryana Yavari, Mary Lucal, Melissa Shivers, Alisa Meador, Bonnie Ownley, Carla Phillips, Hillary Fouts, Nancy Thacker

- I. Welcome from Chair Hillary Fouts
  - a. Thank you to Mary Papke for 10+ years serving as Chair of the CFW
  - b. Barbara Thayer-Bacon introduced as Vice-Chair
- II. CDI/CFB representative requests
  - a. Rita Smith will be the CFW rep for CDI
  - b. Thura Macke will be the CFW rep for CFB
- III. Report from the Chair
  - a. Updates since ODI defunded
    - i. May or may not be refunded next year, defunding lasts for one year
    - ii. Commissions moved under the Office of the Chancellor
    - iii. Pride Center is open, student ambassadors and one staff member helping run the center
    - iv. Legislation impact on teaching and research (no state funds can be used to promote gender neutral pronouns)
      1. Freedom of speech and academic freedom still exists and the state law does not affect academic freedom in teaching and research
        - a. There was a discussion about how there is still fear on campus about this. A suggestion was made for faculty senate to make statement about academic freedom; the faculty senate has resources already in place on their website regarding academic freedom and concerned faculty could be directed there.
  - b. Chancellor agreed to send another person to HERS
    - i. Advertisement for HERS will be distributed in September
  - c. Chancellor will be at September meeting
    - i. Lunch will be provided; we need a firm headcount of attendance with vegetarian or non-vegetarian noted
    - ii. Google doc for questions/concerns for the Chancellor at Sept. meeting will be sent out to commissioners within the week
  - d. Survey results
    - i. Top 2 priorities: parental leave for birth/adoption, women in leadership positions and promotion to full professors
      1. Specific concern that there are no people of color or women in the Chancellor's cabinet currently.
      2. End of year goal is to have a policy recommendation to the Chancellor on these issues
    - ii. Other priorities: continued awareness around sexual assault, women's history month, women in STEM, LGBTQ women and supporting the Pride Center, pay equity issues
      1. These are ongoing issues, fewer interests reported in survey

2. Ask Provost how pay equity is ensured when he visits at later meeting, ask Lou Gross to visit the CFW and talk about his recent compensation analysis
3. Idea to share short article or create meeting/event to advertise greater awareness on sexual assault—Ashley Blamey potentially leading
- iii. Sub-committees
  1. Work/life balance committee
  2. Status of Women
  3. Legislative committee to report legislative issues at meetings, to preserve time and focus action on top priorities as well
  4. Interest in serving on one of the committees requested, interest sheet passed around for sign-up
  5. Bonnie Ownley suggested CFW committees connect with related Faculty Senate committees
- iv. Women's history month, desire to start earlier (history month is March)
  1. Commissioners are encouraged to start thinking now about ideas—activities, events
  2. Suggestion for a calendar for Women's history month (Nancy will begin to construct it)
    - a. Commissioners asked to email Nancy with events already on the docket
- IV. Minutes from April 2016
  - a. Approved
- V. Other Commissions and Faculty Senate Reports
  - a. Faculty Senate, Bonnie Ownley:
    - i. Faculty Senate retreat occurring on 8/26, see senate website to review events
      1. Chancellor will report on new vision for diversity, panel on communications will occur, other leaders will report as well, guns on campus discussion
    - ii. Red Zone for sexual assault occurring in first months of semester was noted
      1. Chronicle coming on Sept. 6<sup>th</sup> for "red carpet" event, CFW commissioners encouraged to attend, may be helpful for education/advocacy
- VI. Introductions of Commissioners
  - a. Report of listening session with Chancellor on 8/24—a few commissioners attended and expressed concern about the lack of women at the cabinet level
  - b. Commissions and councils need to be involved in searches for new leadership
    - i. Important to fill out evaluation forms at meetings, President has voiced he will read every one
- VII. Questions/Concerns/Reports from Commission
  - a. Thayer-Bacon reported proposal submission to the American Educational Studies Association 2016 Conference in Seattle was accepted
    - i. Panel Discussion on UT's ODI defunding
    - ii. Ricky Hall and UT students will be present for panel discussion
- VIII. Adjourn