

December 2014 Minutes

The Commission for Women

November 4, 2014, 12:00 p.m., Hodges Library Room 605

16 in attendance:

Dan Berryman, Rachel Chen, Jennifer Dobbins, Pat Freeland, Joanne Hall, Kierstyn Lamour, Thura Mack, Stephanie Metz, Mary Papke, Jennifer Richter, Leigh Shoemaker, Wendy Syer, Dixie Thompson, Jessica Welch, Meghan Jagnow, Megan Venable

- I. Call to order
- II. Approval of November minutes
- III. Report of the Chair
 - a. Women with Big Ideas publication (see .pdf attached)
 - i. Goal of another publication for March for Women's History month
 - ii. If you have ideas as to who should be included, email papke@utk.edu or jdobbin3@vols.utk.edu
 - iii. Good way to advertise issues that we are focusing on right now
 - b. Discussion with Vice-Chancellor of Diversity, Rickey Hall
 - i. Dave Irvin: master facilities plan includes lactation rooms as well as gender-neutral / family restrooms in every major renovation and new construction
 1. Goal of improving mapping and advertising as to the location of these facilities
 - c. HERS Institute
 - i. Five applicants, recommendations sent to the Chancellor
- IV. Discussion
 - a. Faculty Senate
 - i. Repeating the salary gender difference study, last conducted five years ago
 - ii. Differences between Associate and Assistant Professors and lecturers in terms of authority and pay
 - b. Interim Policy on Sexual Misconduct & Relationship Violence
 - i. Continuing to revise policy and try to finalize it
 1. Goal of making the policy more user-friendly, making the terms more clearly defined

- ii. Tough decision to report, especially given shaming and threats on anonymous sites / apps such as YikYak (recent email from Chancellor Cheek discouraging this type of behavior)
 - iii. Ongoing work towards creating a user-friendly hub of information which clearly directs where to go if you need help, who to contact, resources, etc.
 - c. Commission for LGBT People
 - i. Dave Irvin attended the meeting on Monday, December 1, and discussed the gender-neutral restrooms in all new construction and major renovations
 - 1. If Facilities renovates a portion of an older building (for instance, Perkins), they must bring the entire building up to code, per Fire Marshal guidelines
 - 2. This makes it difficult to do small, low-budget “convert a restroom”-type renovations without becoming a large, \$2.5 million project
 - 3. Goal of coordination between Facilities and the LGBT Commission to target “building neighborhoods,” and determine where gender-neutral restrooms are needed most and which buildings are most cost-effective to renovate
 - d. Graduate Student Senate
 - i. Working to ease in-state residency process
 - ii. Goal of an ombudsperson to work with students
- V. Sexual Empowerment and Education at Tennessee (SEAT) Funding for Sex Week, *Summer Awad* (sawad@vols.utk.edu)
- a. Overview
 - i. SEAT applied for around \$14,000 (a \$10,000 decrease from last year) from the Student Programming Allocations Committee (SPAC)
 - ii. On the evening of Wednesday, November 26, the day before Thanksgiving, SEAT was notified that they were awarded \$6,175 and that 8 out of 35 events had been funded
 - iii. All LGBTQ+-related events and events concerning non-Christian religions or non-Western cultures were not funded, even those that involved UT faculty
 - 1. Please see the attached appeal document and budget spreadsheet for more detailed information
 - iv. The Appeals Board has 10 days to respond
 - v. Process of applying is event-by-event, so individual events can be denied for any reason
 - b. Why do events that feature on-campus faculty have a budget at all?
 - i. Advertising for each event
 - 1. Because applying for funding has to be event-by-event, each event’s advertising must be separated, so some events have a budget of around \$25-30 (see attached budget spreadsheet for more information)

- ii. Interest in SPAC publishing which students events it has funded, for how much was funded, how much was requested, and which events it has denied and how much was requested

VI. New business

- a. Reminder: Chancellor Cheek will be at the February meeting (February 5, 2015)
 - i. Please email your questions to papke@utk.edu or jdobbin3@vols.utk.edu
 - 1. Online google doc with questions so that we can all see each other's questions and allocate our time properly
- b. Some issues to consider:
 - i. Faculty and staff / students romantic relationship policy: seemed to disappear
 - ii. Lady Vols branding may no longer be used by sports, except for the basketball Lady Vols