

February Minutes

The Commission for Women

February 5, 2015, 12:00 p.m., Hodges Library Room 605

24 in attendance:

Devon Adams, Rachel Chen, Alina Clay, Joy DeSensi, Jennifer Dobbins, Hillary Fouts, Pat Freeland, Joanne Hall, Rickey Hall, Joel Kramer, Mallory Ladd, Thura Mack, Stephanie Metz, Shelley Newman, Lili'a Uili Neville, Mary Papke, Jennifer Richter, Kate Kennedy, Leigh Shoemaker, Wendy Syer, Dixie Thompson, Jessica Welch, Megan Venable, Meghan Jagnow

- I. Call to order
- II. Approval of December minutes
- III. Report of the Chair
 - a. Updates
 - i. CFW website has been redesigned by Commissioner *Leigh Shoemaker*
 - ii. At the next meeting, we will be voting on Notable Woman of Year Award recipient & Angie Warren Perkins Award recipient
 - iii. HERS Institute will include Shelley Newman & Hillary Fouts
 - b. Upcoming Events
 - i. Women's History Month: March
 1. Tuesday, March 3, 6:30 p.m., Hodges Library Auditorium
 - a. Susan Riechert will discuss her experience as a woman STEM researcher and her local Biology in a Box program
 2. Thursday, March 5, 6:30 p.m., Mary Greer Room: three graduate art students will show art pieces, along with a reception
 3. Monday, March 2 – Thursday, March 5: art will be displayed in first floor of the International House
 4. Margaret Lazarus Dean & Stephanie Metz are planning a reading of original works related to gender and diversity later in the month
 - ii. Women in STEM Symposium, being planned by *Mallory Ladd*
 1. Saturday, April 18

- IV. Discussion with Chancellor Cheek (comments of the Chancellor denoted in *italics*)
- a. Chair Mary Papke listed our primary questions
 - i. Sexual assault and harassment
 - ii. Interim Policy on Sexual Violence
 - iii. Focus on civility and consent on campus
 - iv. SEAT and Sex Week in promoting sexual education and health on campus but without apparent administrative support
 - v. Maternity leave policy limited by number of children
 - vi. Salary disparities based on gender
 - vii. Lady Vols branding
 - b. Sexual assault
 - i. *It is high on our agenda, often meet with parents about it*
 - ii. *Focus on how to better communicate with students, adjudicate cases thoroughly and quickly, handle false accusations*
 - iii. *Interim Policy as revised through the Task Force on Sexual Assault will complete its review and offer recommendations in mid-February*
 - iv. *SGA needs to take up this issue and consider what Greek life can do and what residence halls can do to combat it*
 - v. *Presentation to both students and students' parents integrated as a mandatory part of freshman orientation*
 1. *Important for parents to take a role in telling their son or daughter how to act on campus*
 - vi. *It is a priority for our administration, and we have held 125 events on campus this year already on sexual assault and harassment*
 - vii. *Our "dry campus" on game days is hypocritical*
 - viii. *Students must say something if they see something happening or pull a fire alarm*
 - c. Sex Week and SEAT as programming that already exists regarding consent and healthy relationships, yet it was not well-funded through the opt-in fee
 - i. *Up to the Student Programming Allocation Committee (SPAC) to determine how fees are used*
 1. *The trustees did not want the opt-in fee policy either, but the legislature mandated it last year (2013-2014)*
 2. *If you disagree with a SPAC decision, talk to the student representatives about why they did not vote to fund it*
 3. *The SPAC meetings are not closed and you can attend to see that your events are funded*
 - ii. *Opt-in policy will be in place for three years, then will be revisited, unless the legislature changes it*

- d. System-wide or university initiatives to promote women faculty, especially women tenure-track faculty
 - i. *We have more tenured women faculty than ever before*
 - 1. *John Zomchick (Vice Provost of Faculty Affairs) is focused on diverse faculty hires*
 - ii. From Vice Chancellor Rickey Hall: STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence, online at: <http://stride.utk.edu/>) has been focusing on implicit bias in faculty hiring
 - 1. Goal of fixing “revolving door” of faculty, if a faculty member is creating a hostile environment to women and minorities
 - 2. Goal of more women in STEM – when there are more women faculty, there are generally more women students
- e. Gender wage gap
 - i. *A pay equity study is conducted every year, and the Provost’s Office makes recommendations for salary changes based on the study*
 - ii. *But more “thinly resourced” than used to be, in light of state budget cuts*
 - 1. *In the future, more resources coming for higher tuition from both in-state and out-of-state students*
- f. Lady Vols branding change to “Vols” (all teams except for women’s basketball)
 - i. *Change has been a long time coming, thirteen years to combine the two brands*
 - ii. *Recommended by athletic sponsors, such as Nike*
 - iii. *Before the decision came down, various athletic teams were using the “Vols” logo anyways*
 - iv. *Goals in logo change:*
 - 1. *Culture of equality, “One Tennessee”*
 - 2. *Differentiation of UT state system and UT Knoxville*
 - 3. *Continue outreach to alumni donors*
- g. Parental leave policy limited to two children
 - i. *Staff members do not get any paid leave*
 - ii. *Not sure about details, scheduling a program with HR would be best*