

November 2014 Minutes

The Commission for Women

November 6, 2014, 12:00 p.m., Hodges Library Room 605

15 in attendance:

Dan Berryman, Rachel Chen, Jennifer Dobbins, Karla Edwards, Hillary Fouts, Pat Freeland, Mallory Ladd, Kierstyn Lamour, Thura Mack, Stephanie Metz, Mary Papke, Jennifer Richter, Leigh Shoemaker, Wendy Syer, Jessica Welch, Jayde Aufrecht, Jennifer Trumbo

- I. Call to order
- II. Approval of September and October minutes, with names of those in attendance to be added
- III. Report of the Chair
 - a. Annual review of OED being conducted
 - b. HERS Institute deadline
- IV. Discussion
 - a. Lactation Rooms
 - i. UT is below the average number of facilities compared to top 25 universities
 - ii. *Hillary Fouts* to look into additional research
 - iii. Plan to present a goal of adding rooms to Chris Cimino, Chancellor Cheek, and Provost Martin
 - b. SGA family / gender-neutral restroom bill passed
 - i. Facilities in all major renovations and new construction
- V. Interim Policy on Sexual Misconduct & Relationship Violence
 - a. *Jenny Richter* is the Title IX coordinator at UT
 - i. Two deputy coordinators:
 1. Ashley Blamey (Director, Center for Health Education and Wellness, currently on pregnancy leave)
 2. Anna Wade (Case Management Coordinator, Center for Health Education and Wellness, temporarily serving in Ashley's place)
 3. Mike Ward (Senior Associate Athletics Director for Administration and Sports Programs)
 - b. Students or staff can report an incident through:
 - i. OED / Title XI office
 - ii. Sexual Assault Response Team at the Center for Health Education & Wellness

- iii. UTPD
- iv. KPD
- v. Sexual Assault Center of East Tennessee
- c. What happens when a UT employee receives a report?
 - i. Responsible Employees (REs):
 - 1. Faculty
 - 2. GTAs in an authority position over students
 - 3. RE status is based on student's perceived level of authority of each employee
 - ii. When a student reports to an RE, the RE **must** report to the Title XI Coordinator, even if the individual requests that you do not tell anyone
 - 1. Contact via phone at 865-974-2498
 - iii. Why have REs?
 - 1. Goal of ensuring a complainant is aware of and can access available services: medical, counseling, etc.
 - 2. Providing information regarding the investigatory process, possible disciplinary results for respondents
 - 3. Each RE is unlikely to be able to provide all of this information with exact accuracy, so referring an individual who has reported to the Title XI coordinator guarantees that complainants receive the services and information that they need

VI. Reports of Committees and Commissions

- a. Committee on Women in STEM (*Mallory Ladd*)
 - i. Possible April event with a speaker
 - ii. Need for data as to women in STEM at UT
 - iii. Susan Reichert as possible speaker

VII. New business

- a. Chancellor Cheek will attend the February meeting (Thursday, February 5, 2015)
- b. Nominations sought for Chancellor's awards
 - i. Nominate for outstanding teaching or advising here:
<http://research.utk.edu/call-for-nominations-teacher-advisor/>
- c. Employee Engagement Survey deadline