

November 5, 2015, Meeting of the Commission for Women

18 in attendance: Summer Awad, Misty Bailey, Rachel Chen, Margaret Lazarus Dean, Jennifer Dobbins, Hillary Fouts, Domonique Hatton, Kierstyn Lamour, Mary Lucal, Thura Mack, Lisa Reyes Mason, Bruce MacLennan, Vera Pantanizopoulos-Broux, Jennifer Richter, Rita Smith, Wendy Syer, Jessica Welch, Rachel Cross (representing Bethany Vanhooser with SGA)

- I. Call to order
- II. October minutes approved with a correction
- III. Report of the Chair
 - a. OUTstanding Funding
 - i. Provided \$100 to support the Seminar
 - b. Donations: flag your donations for the Angie Warren Perkins Fund to have your funds go towards the endowment
 - c. "Women with Big Ideas" pamphlet
 - i. Extremely popular
 - ii. Updated version being created by VC Hall's office, to be published during March
 - d. No call for HERS Application this year
 - i. Will accept and send our two members who could not attend last year
 - ii. Hillary Fouts to go to Wellesley, Jennifer Richter to go to Bryn Mawr
 - e. New female Native American poet, as an English Department Chair of Excellence
 - i. Joy Harjo
 - f. Commissioner Dr. Margaret Lazarus Dean's book will be used as a Life of the Mind text, first UT faculty member to do so
- IV. Announcements
 - a. Commission for Blacks Trailblazer event on Thursday, November 5, in the CCI Auditorium
 - b. Special Meeting of the Commissions and CDI with Chancellor Cheek and Vice Chancellor Hall
 - i. Tuesday, November 10, from 4-5 p.m. in the Gordon Ball Boardroom, Brenda Lawson Center
 - c. UTK Chapter of American Association of University Professors (AAUP)
 - i. Roundtable: Pushback - Response to Legislative Hearings on Diversity, on Wednesday, November 18, from 4-5 p.m. in the Mary Greer Room
 - ii. Featuring Donna Braquet, Director of the Pride Center; Joanne Hall, immediate Past President, Faculty Senate; Vice Chancellor for Diversity & Inclusion, Rickey Hall; Joan Heminway, Professor of Law and Advisor to Sexual Empowerment & Awareness at Tennessee (SEAT); Lucy Jewel, Associate Professor of Law
 - d. Entrepreneurship Women in Business Conference upcoming
 - i. Friday, March 4
- V. Reports from other Commissions
 - a. Commission for Blacks

- i. Collecting informational resources to share with Vice Chancellor Hall and Chancellor Cheek, relating to opportunity to be more competitive for students of color
 - b. Commission for LGBT People
 - i. Focus on metrics for improvements and website overhaul
 - c. Faculty Senate
 - i. Compiling resources on outsourcing campus jobs, should be a campus-wide decision
 - ii. Encouragement to contact your legislator to make your opinion known
 - iii. Faculty Senate passed a resolution for Family Care Accommodations for non-tenure track faculty in April 2014
 - iv. Would provide same options as tenure-track faculty
 - v. Has fallen through the cracks but CFW would be interested in promoting

- VI. Old Business
 - a. Student Affairs leave policy still prohibitive and up to discretion of supervisor to permit leave
 - b. Sexuality Education & Awareness at Tennessee: Sex Week funding update
 - i. Applied for \$19,000, received around \$18,000
 - ii. Focus this year on empowerment, consent, and pleasure
 - c. Student Caucus focus on assisting Women in STEM Committee in planning

- VII. Future Events - Brainstorming
 - a. Policies related to students (undergraduate and graduate) if they become pregnant
 - i. Are there options for “reduced duty?”
 - ii. What programs are available for support?
 - iii. What options do graduate students have whose health insurance may be dependent upon their employment as a GTA or GRA?
 - b. March events
 - i. Film series
 - ii. Arts discussions
 - iii. Book discussions
 - 1. *Lean In* or other texts
 - iv. “He for She” movement – men for feminism

Updates from Commissioner Mallory Ladd on the Women in STEM Committee

Second Annual Women in STEM Research Symposium: Save the Date! April 15, 2016

- **8:00 a.m. to 5:30 p.m. in Min Kao**
- Email mladd5@utk.edu if you would like to get involved
- Symposium will include: research presentations, keynote, panel discussion, career fair (new this year!)
- What's coming up? VolStarter Fundraiser (<http://volstarter.utk.edu>) – be on the lookout to help out the Symposium!

News: Recruiting Update

- May 2015: 12 graduate students, 1 undergraduate student, representing 5 STEM departments
- November 2015: 75 total students, representing 28 STEM departments
- Subcommittee looking to add students from *all* STEM departments
- Collaboration with: Women in Physics, SYSTERS: Women in Electrical Engineering and Computer Science (EECS), Society for Women Engineers (SWE), and Undergraduate Research Students' Association (URSA)

Executive Board and Subcommittees Added

- Executive board composition: Chair, Vice Chair, two Finances Officers, two Communications Officers, two Website Officers, two Historians
- Subcommittees (each with a director):
 - Symposium
 - Interdisciplinary Mentoring Program
 - Data & Statistics
 - Recruitment & Engagement

UTK's First Interdisciplinary STEM Mentoring Program

- Committee Director: Amanda Clune (aclune@vols.utk.edu)
- Applications to become a mentor and sign-up forms are online at <http://cfwstem.weebly.com>
- Each mentee will be matched with multiple potential mentors and allowed to select their preferred mentor after several meet-and-greet events

Data & Statistics

- Committee Co-Directors: Lizzie Taylor (kinesiology and sports management) and Alannie Grant (Biochemistry & Molecular Biology)
- Will publish report for the symposium in April on gender percentages for applications, acceptances, and graduation rate for each STEM department at UTK