

September Minutes
Commission for Women
September 3, 2015, Hodges Library Room 605
29 in attendance:

Summer Awad, Misty Bailey, Rachel Chen, Lori Calvert, Adam Carrington, Jennifer Dobbins, Shelley Johnson, Christine Ajinjem, Jennifer Cox, Kierstyn Lamour, Thura Mack, Mary Lucal, Lisa Reyes Mason, Stephanie Metz, Vera Pantanizopoulos-Broux, Mary Papke, Jenny Richter, Marla Roberts, Gwen Ruttencutter, Tamara Griffin, Rachel Wedding McClelland, Leigh Shoemaker, Stephanie TerMaath, Dixie Thompson, Barbara Thayer-Bacon, Jessica Welch, Johanna Ownby, Rita Smith, Bruce MacLennan

- I. Call to order
- II. April minutes approved
- III. Report by the Chair
 - a. Past projects:
 - i. Faculty & Student Romantic Relationship Policy: in the Faculty Handbook, states that romantic relationships between faculty and students should *not* occur and provides for punishments, should the policy be violated.
 - b. Ongoing priorities:
 - i. Family and gender neutral restroom availability throughout campus, in conjunction with website mapping
 - ii. Student Caucus
 - iii. Women in STEM Symposium
 - iv. Women's History Month: March
 1. Please reach out if you have ideas for possible events.
 - c. Ongoing challenges:
 - i. Growing CFW membership
 - ii. UT leadership, including Governor's Chairs and Chairs of Excellence, on a whole lack inclusion of women and in particular women of color.
 - iii. New CFW Chair: Hillary Fouts for 2016-2017
 - iv. Lady Vols branding and support of women's athletics
 - v. Salary comparison between men and women, at all levels of campus
 - vi. New leave policy, issued on July 1:
 1. Leave requests submitted when fall and spring classes are in session will *not* be approved. Questions remain as to whether faculty and staff who are parents may request leave for a family emergency or in the case of a sick child.
 2. Sick leave could give a way around the new policy.
 3. The new policy may allow for different departments and divisions that are more or less friendly to faculty and staff having children to deny faculty and staff leave time.

- vii. Sexual misconduct policy
 - 1. New video programming from Title XI office with Jenny Richter and Matthew Scoggins, to use in staff and faculty meetings.
 - 2. New “mandatory reporter” policy is in effect and requires faculty members, academic advisors, resident assistance and graduate assistants (among others - see <http://sexualassault.utk.edu/mandatory-reporters/> for more information) to report a disclosure of sexual misconduct, including sexual assault and sexual harassment; relationship violence; stalking; or retaliation to the Title XI office. Review the policy¹ for specific information as to when each individual is a mandatory reporter for other categories of individuals.
- viii. Sex Week: will be providing updates about funding and programming challenges
- ix. New student group partners:
 - 1. Feminist Alliance: undergraduate students, inclusive of men (“he for she”)
 - 2. Sexual Health Advisory Group and Planned Parenthood

IV. Updates

- a. Commission for LGBT People
 - i. First meeting on August 24
 - ii. Co-Chairs: Tamara Griffin and Michael Porter
 - iii. Upcoming policy goals are same-sex spouse benefit enrollment and gender-neutral restrooms
 - iv. Welcome Back Reception on September 24, from 5-7 p.m.
- b. Lunch and Learn Discussions with the Office of the Vice Chancellor of Diversity
 - i. September 15 and October 21
- c. CFB and CDI representatives appointed: CFB – Thura Mack, CDI – Tamara Griffin
- d. Women in STEM:
 - i. First organizational meeting
 - ii. March 4 as possible date, but could be after spring break
 - iii. Idea of women in STEM mentoring programing

V. Closing

- a. Please consider the issues we have discussed and come to our next meeting prepared to talk about issues facing women at UT.

¹ [http://sexualassault.utk.edu/wp-content/uploads/sites/34/2015/08/Sexual Misconduct and Relationship- Violence Policy-UTK 4844-5950-8507.pdf](http://sexualassault.utk.edu/wp-content/uploads/sites/34/2015/08/Sexual_Misconduct_and_Relationship-Violence_Policy-UTK_4844-5950-8507.pdf)