

**Commission for Women
Minutes
December 7, 2006**

Attendance:

Pam Hindle, Tabbatha Cavendish, Lori Epperson, Chuck Maland, Mary Papke, Dee Fortenberry, Jane Redmond, Deb Glenn, Margaret Crawford, Nancy Goslee, George Hoemann, Alan Chesney, Cheryl Travis, Georgia Varlan, McColl Adelman, Rosa Thomas, Thura Mack, Mary Evans, Deb Haines, Jocelyn Milton, Denise Harvey, Brandice Green, Wendy Syer

Pam Hindle called the meeting to order at 12:10pm. The agenda was as follows:

Agenda:

- I. Approval/correction of November minutes
- II. October 2006 Tennessee Economic Summit for Women - Mary Evans
- III. The Summer Institutes
- IV. Report from the Faculty Senate
- V. Staff Salary – Alan Chesney
- VI. Committee Reports
- VII. Old/new business

I. Approval/correction of November minutes

- Hindle allowed time for the committee to look over the minutes
- Minutes were approved with minor corrections at 12:12pm

II. October 2006 Tennessee Economic Summit for Women – Mary Evans

- Mary Evans, Lillian Mashburn, and Pam Hindle attended the 2006 Women's Economic Summit in November. There were 450 in attendance.
- Hindle commented that the summit was an "uplifting event" and that she got to sit with Mrs. Gore.
- Evans commented how interesting it was to learn about what happens on the legislative level in terms of women's issues.
- There were many keynote speakers including:
 - Helen Thomas
 - Hindle & Evans were both taken with Helen Thomas. Thomas is "fabulous," "her mind is sharp as a tack," they "couldn't stop laughing."
 - Thomas was 6ft tall with her hair (but actually only ~4-10).
 - Thomas was in the White House press core. At press conferences, it was tradition to take the 1st question from her.
 - She spoke about the Nixon years and about Lyndon Johnson
 - Lyndon Johnson would put in 18hr days (but he took naps)
 - He would speak to the press as he walked around the White House

- She commented that she liked LBJ best b/c of his views on Civil Rights
 - When asked which president she thought was most honest, she replied, “none of them.”
 - The governor, who opened up the conference in the morning
 - Kaveuua Gore Schiff (daughter of Al and Tipper)
 - Dale Smith Thomas, who was the midday-energy motivational speaker
 - There were also break-out sessions with legislators
 - Discussion of bills that were defeated and passed
 - Discussion on the ins and outs about how bills work
 - Hindle noted that this summit was focused on how to lead and be politically active, not just about the usual topics, such as how to dress in the work place.
 - Next year’s summit will be on October 22
 - The TN Economic Council on Women sponsors this summit. Information can be found at: <http://state.tn.us/sos/ecw/>

III. The Summer Institutes

- Hindle spoke to Chancellor Crabtree about sending more than one woman this year.
- Of the two shorter programs, Denver seems to be the most promising. It has one weeklong session along with some weekends. The Wellesley program is only weekends and would not allow for as much of a networking opportunity. This decision will be made soon
- Hindle will send out a call for nominations for Bryn Mawr soon. If you know women who may be good candidates, please pass the information on to them about applying.
- There was discussion about the shorter programs.
 - Papke commented on possible difficulties with the application process
 - Goslee commented that these shorter programs would be a good way to allow women who could not otherwise attend the long program a way to still get the experience.
- Papke commented how Carolyn Hodges has impressed her with how well she remarks about the program. Hindle followed by noting the lasting effects on and interactions between the women that Hodges met
- The application deadlines and dates of the programs can be found at: www.hersnet.org

The order of VII and V were switched

IV. Faculty Senate Report

Lou Gross could not be at the meeting today. Cheryl Travis presented and explained salary trends from recent years using graphs (see attached). Below is her summary of what was explained in the meeting:

Salary Trends

A summary of gender and salary patterns for the recent ten years was presented from the Equity Committee. In 2005-2006 the average full-time woman faculty member (whether tenure track or not) earned \$58.2 thousand dollars per academic year; this is commensurate with what the average male faculty member earned (\$58.5 thousand) nine years earlier in 1997-1998. A statistical regression model can account for much of the variance by virtue of appropriate job qualifications and broader market factors. The regression model used for the CFW salary study includes college, degree, tenure status, rank, years of UTK service, and gender. When salary variations associated with the first five variables are statistically controlled, salary differences associated with gender range from a low of \$750 in 1999 to a high of \$3,228 in the academic year for 2005-2006. During the most recent ten years, the average full-time woman faculty at UTK has earned on average \$2,278 less than the average full-time male faculty. This figure reflects lowered retirement contributions for women in addition to absolute salary differences. The cumulative effect of compound interest can be estimated using the ten-year average blended rate of return published by TIAA-CREF (7%). Over the ten-year period, this amounts to approximately \$33,679 per full-time woman faculty member. The collective total for all 432 full time women faculty would amount to approximately \$14,549,328. Additional statistical analysis proposed by Lou Gross (president of the Faculty Senate) will allow a more fine-grained comparison at the level of individual departments, and will be conducted in the coming semester. However, this data will involve only tenure track faculty. The Commission has concerns about the pattern of increasing non-tenure track faculty as well as salary equity among exempt and non-exempt staff.

- The Proposal for Analysis of Faculty Salary Data based upon Gender (see attached) from Lou Gross will serve to follow up on what has already been done. His study would partially get at the department level by sampling salaries by rank within departments to get an average. Gross has shared this proposal with the Chancellor and the Provost, and the Chancellor is in favor of moving forward with the study.
- George Hoeman asked if anyone knew why there was such a big change from the 90's when the numbers were good. He noted a negative change in 2001.
 - Possibly due to compression?
 - Not compression, since everyone suffers from it.
- Alan Chesney commented that the 2001 change might correlate to the time when the Merit Pay Plan went into effect. There was an equity problem generated with this method that was not anticipated.
- Chuck Maland added that the 2001 change was the same time that UT put part-time instructors on fulltime schedules.
 - Travis responded that non-tenure track employees are factored out.

- Chesney noted that it would be interesting to know if the administrative stipends are included
 - Travis responded that neither stipends nor longevity pay is included

V. Staff Salary – Alan Chesney

Alan Chesney provided a brief update on the group that is reviewing compression and equity issues in staff salaries at UT. The group, which has been called together by Vice President Sylvia Davis, includes representatives from the Commission for Women. The group is charged with developing a methodology for UT to agree upon and use in studying these issues and making appropriate adjustments as funds become available. President Petersen has indicated that his first priority with the governor and the legislature this year is a 5% increase in the university's salary budget. Some of that funding could be used to address compression and equity issues.

Chesney indicated that the analysis would include the following factors in addition to gender and race: pay grade, performance rating (over 2 - 3 years), education level, length of time at UT, and length of time in current job. The analysis will include all campuses in the UT system, but not TBR schools. The advisory group will probably reconvene in January or early February.

- Hindle asked if this will be done for all UT campuses for comparisons between campuses
 - Chesney explained that a UT system comparison would not be important to what we want to know
- There were across-the-board bonuses given to staff, which came out today
- Goslee asked if the study will be ready in time for the Petersen in Nashville
 - Chesney explained that Sylvia is preparing it, and she will be presenting it at the upcoming meeting
- Hindle inquired as to when the meeting would be held
 - The meeting will be in December

VI. Committee Reports

Communications Committee

- Networker was passed out by Deb Haines

Professional Development Committee

- Would like to make an effort to become more of a hub for all the related groups on campus (AWIS, Law School Women's group, Women's Council,)
- AWIW
 - Negotiations workshop
 - Chesney commented that Clif Woods would be a good person to speak at a negotiations workshop

- Article
- Reported a lot on AWIS
- Hindle commented that the main reason we are connecting with AWIS is because it is a great opportunity for both mentoring and professional development

VII. Old/New Business

- Georgia Varlan: Got an internship with the National Economic Council in Washington, D.C.
 - Set up by Clinton in 1993
 - She will be doing research
 - International policy
- Brandice Green: formal introduction who is a new CFW member this year
- Denise Harvey
 - Clifton M. Jones leadership conference (January 20th)
 - Open to all students at UT
 - Encourage everyone to go
 - Contact Jim Harrison at 974-2313 (leadership office) or 974-2435 (leadership career office)
 - Topics include
 - Empowering others
 - Ready for the World initiative
 - Humanitarian request
 - The New Orleans family that she has been helping still needs assistance
 - Please consider helping this Christmas, as many CFW have sponsored Christmas already
 - Address to send stuff: To Rhonda Green; c/o 4300 Annette Street; New Orleans, LA 70122

Meeting adjourned at 1:10pm