

**Commission for Women
Minutes
February 13, 2006**

Attendance:

Pam Hindle, Tabbatha Cavendish, Denise Harvey, Louis Gross, Deb Glenn, Lillian Mashburn, Maxine Thompson Davis, Wendy Syer, Nancy Howell, Jane S. Redmond, Nancy McGlasson, Jane Moser, Mary Evans, A. Gail Bier, Mary E. Papke, Nancy Goslee, Chuck Maland, Sarah Rose Peacock, Lori Epperson, Brandice A. Green, Tammi Brown

Pam Hindle called the meeting to order at 12:07pm. The agenda was as follows:

- I. Approval of December minutes.
- II. Review/Proposed Amendment of Bylaws
- III. Sarah Peacock, Women's Coordinating Council
- IV. Report from the Faculty Senate
- V. Report from the Commission for Blacks
- VI. Report from the Commission for LGBT People
- VII. CFW Committee Reports
- VIII. Preparing for CFW Officer Elections
- IX. Old/New Business

Pam Hindle drew everyone's attention to the Daily Beacon Article regarding the hiring of the 1st female president at Harvard University.

Hindle then introduced Dr. Gail Bier as a guest at our meeting and also welcomed Sarah Peacock back to the CFW as the chairman for the Women's Coordinating Council

I. Approval of December minutes

- Minutes were approved at 12:11 p.m. with many corrections to be made

II. Review/Proposed Amendment of Bylaws

- Hindle suggested additions to the bylaws:
 - 1) Page 2, composition #2: add "(H) Commission for LGBT people Chair
 - 2) Page 3, 5 meetings A) frequency: change "Provost" to "Chancellor"
 - 3) Syer advised that she represents the "Center for International Education" and is not the "director." She suggests that the wording be changed from "director" to "director or designee."
- Redmond inquired if the Diversity Council needs to be added.
 - Papke advised that the make-up of the Diversity Council already requires the leaders of all the commissions to serve.

III. Sarah Peacock, Women's Coordinating Council

- Peacock reintroduced herself and gave her contact information:
 - wcc@utk.edu or speacock@utk.edu

- Peacock spoke about the WCC and expressed that she would like to reestablish a better connection with the CFW, similar to what once existed in the past.
- Peacock's upcoming goals for the WCC include:
 - Bring life back into the Women's Center
 - Update the library (hard b/c the WCC doesn't have a budget)
- Goslee suggested that she talk with people in Women's Studies since they also have built a library.
- Papke recommended that Peacock put a coalition of other women's groups together to get a jump-start.
- Milton suggested that the BCC could also help with the library.
- Peacock also mentioned that space was a problem – the WCC office can only hold about 30 people and it is poorly staffed.
- Papke also suggested the start of a limited seating reading group.
 - Guest speakers
 - Talk to Thura Mack who is a specialist on materials

IV. Report from the Faculty Senate

- Gross had 5 things to cover
 - 1) Gross appreciates the support from CFW with the Chancellor in pushing for a different gender-based salary study. The study will not be complete for another 2 months.
 - 2) Gross has attempted to reiterate concerns about gender issues found system wide with senior positions at every meeting.
 - Essentially no women in these positions
 - Senior female faculty have not been asked for input.
 - 3) General patterns of inequality issues
 - Chancellor argues that people have to go through the right steps
 - Satisfaction survey not working b/c people are afraid of retribution
 - 4) Alumni Legislative Council met last weekend
 - The Governor was present
 - We can influence these legislators to support the UT system
 - Gross will communicate to the faculty how to do this
 - Hindle inquired as to who sits on the Alumni Legislative Council
 - Large group across TN (includes people like Hank Dye and Anthony Hanes)
 - 5) Set of talking points:
 - Encourage people around you to support UT and express this support to the legislators
 - 5% increase in salary lines on top of cost of living increases, across the board
- Nancy Howell
 - 1) Spousal Partner recruitment/retention
 - Can't get any reaction
 - Howell expressed that it seems that everyone supports the resolution, but it doesn't move forward

- Gross explained that he has had multiple conversations with the Provost about the opportunity hire
 - Provost says that he is leaving it open to the deans
 - Suggestions have been brought to the Provost's office from deans
- Howell notes that this issue is affecting our ability to be competitive – other universities have similar programs already
- Richter explained that these discussions end because of a resource issue. It is not high on the priority list to find funding for this position
- Howell argued that the resolution has not even gotten to the point of talking about money – the stalling is happening earlier.
- Papke explained that while it is true that other universities have a similar program in place, it is also true that these programs are currently being questioned as to how effective they really are.
- Richter reminded everyone of a recent case where a college worked diligently with the Provost and the Office of Equity and Diversity to bring a couple in, and in the end, the couple turned down the offer.
- Howell argued, however, that some negative incidents do not make the whole program a bad idea.
- Gross wanted to know if there has ever been analysis of 3yr+ final pools of faculty candidates and the odds that a male and female would be chosen.
- Richter answered that there has never been a study like what Gross described but that they do look at who IS being hired and that's about equal. It is only an “end result,” however, so the hired person may not have been the first choice.
- Gross noted that none has been offered as Distinguished Professor
- Syer asked which college dean would take the lead if you have a couple from different colleges.
- Gross answered that the deans are supposed to work together and present a package to the Provost about how the funding will work.
- Richter clarified that in practice, the primary candidate is considered and then the deans work to see if there is even a need for the extra position.

Hindle suggested that the meeting move on to the rest of the agenda.

V. Report from the Commission for Blacks

- There will be a community relations meeting on February 27th at 6:00 pm at the New Burlington Library on Asheville Highway. At this meeting, UT will meet with members of the community. This meeting is open to the public.
- Nancy McGlasson will attend the next CFB meeting on Thursday to discuss Recruitment Programs.
- Issues out there with students – topic to be brought up at the next CFB meeting.

- Jo Milton is heading the awards of Commission for Blacks – the deadline for nominations is Friday, February 16th.

VI. Report from the Commission for LGBT People

- George Hoemann was not present to report.

Hindle skipped to VIII on the agenda in order to cover the topic prior to her departure.

VII. Preparing for CFW Officer Elections

- Need Chair for an ad-hoc election committee.
- Would like this process completed by May.

VIII. CFW Committee Reports

Women of Achievement and Angie Warren Perkins Award – Nancy Goslee

- Need more nominations!
- Also, there was a reminder that there is now a monetary component to the AWP

Safety Committee – Maxine Thompson

- Brown and Glenn serving well on the safety committee
- Recommended list from the SGA
 - More blue lights on the Agricultural Campus
- There is a new safety campaign that will go out this fall to everyone

Merikay Waldvogel

- Merikay Waldvogel will be giving a presentation in the McClung museum on March 7th at 7:00 pm in the auditorium.
- Cavendish passed out advertisement post cards to be distributed
- Charles Maland suggested everyone read an Alice Walker short story about quilts called “Everyday Use.”

There was not enough time to get through all of the committee reports or IX on the agenda.

Meeting was adjourned at 1:03pm

Minutes submitted by Tabbatha Cavendish on February 26, 2007