

**Commission for Women
Minutes
November 2, 2006**

Attendance:

Pam Hindle, Tabatha Cavendish, Lori Epperson, Mary Papke, Tammi Brown, Margaret Crawford, Mary Evans, Dee Fortenberry, Melissa Hage, Carolyn Hodges, George Hoemann, Paris Hooke, Nancy Howell, Katherine Howland, Jo Milton, Rose Parker, Will Pratt, Wendy Syer, Maxine Thompson, Cheryl Travis, Georgia Varlan,

Pam Hindle called the meeting to order at 12:00pm. The agenda was as follows:

- I. Approval of October minutes
- II. Kay Whitman, Associate Vice Chancellor for Development:
 - Exciting Changes in the Angie Warren Perkins Award.
- III. Reports from the Faculty Senate:
 - Spouse/Partner Recruitment and Retention Guidelines
 - Proposal for Analysis of Faculty Salary Data Based on Gender
- IV. Staff Salary Study - Alan Chesney
- V. Committee Reports
 - Safety Committee
 - Work and Family
 - UT Notable Woman
 - Communications
- VI. Old/New Business

The order of II and I were switched in order to allow time for members to obtain a copy of the October minutes.

**II. Kay Whitman, Associate Vice Chancellor for Development
Exciting Changes in the Angie Warren Perkins Award:**

- Kay Whitman supervises the Knoxville Collegiate Fundraisers
- At the annual UT Board of Trustees meeting, it was reported that UT has been incredibly successful in their capital campaign because they are over 400 million dollars in approaching their proposed billion dollar goal
- The fund receives both large and small gifts; all are important.
- Whitman recently met with the grandson of Angie Warren Perkins and suggested that he hold out \$1000 in order to start the award until they reach the \$25000 level
- Whitman handed out the Administrative Provisions for the Angie Warren Perkins Award Fund and discussed its contents (see attached)

Q (Nancy Howell): What percentage does development get in return?

A: Development gets to spend 5% though that is not all that they receive. The rest is re-invested in order to keep pace with inflation.

Pam handed out an old UT record about Angie Warren Perkins from 1898 about Women in The University of Tennessee and read the 1st paragraph out loud:

“The safe-guard of the race lies in education, which must begin with the child and be directed by the mother and the teacher. Therefore here do we see at once the need of thorough education on the part of her to whom is committed this heaven-born charge.”

I. Approval of October minutes

The minutes were approved with minor corrections.

III. Reports from the Faculty Senate

-Spouse/Partner Recruitment and Retention Guidelines

-Proposal for Analysis of Faculty Salary Data Based on Gender:

*Tabled until next meeting

Dr. Gross was not present in order to attend a meeting with the Board of Trustees.

Nancy Howell reported that Dr. Gross planned on speaking about the system-wide lack of women employees, especially in science, at the meeting with the Board. He would also point out the sparse number of women on the reported “highest paid state employees” list. In making the point that our university needs to do more to attract female faculty, the topic of spousal/partner recruitment and retention would also be addressed.

There was some discussion on the topic of pushing for more female employees.

Pam spoke on the topic of the Spousal/Partner hiring proposal and the manner in which the CFW would support this proposal. In addition to a letter of support from CFW, both Pam and Nancy Howell have been discussing the idea of suggesting an action plan committee. This committee would have representation from all groups involved such as Faculty Senate, CFW, CFB, CFLGTB, administration, and other groups.

Nancy Howell explained that one of the problems that the Chancellor has is funding a position for this matter. She reminded us that the program at Wisconsin funds a position specifically to serve as the liaison between spouses/partners and employment (inside or outside of the university system).

Dr. Papke reminded everyone that “partner” needed to be added and defined.

Carolyn Hodges agreed, emphasizing that everything should be defined upfront.

George Hoemann interjected that everyone should Vote on amendment #1 this Tuesday.

Dr. Papke suggested that the CFW write a letter of support of the spirit of the investigation of this concept (rather than supporting a document that still needs work). Many CFW members agreed.

Carolyn Hodges agreed that there were still many issues to be debated.

Pam agreed stating that the document as written is very “faculty heavy”; she would like to see the wording changed to make the staff equally represented.

Nancy Howell and others discussed the reasons why this concept hasn’t moved beyond the Faculty Senate.

Pam announced that she would like to have a vote on the letter of support of the spirit of the investigation of this concept. All members voted for the letter to be written. Pam will send the draft to the CFW before the December meeting in preparation to vote.

IV. Analysis of Staff Salary based on Gender

Alan Chesney was not present. This topic will be deferred to next month’s meeting.

V. Committee Reports

Safety Committee:

- Dean Thompson reported that the committee had met twice
- She reminded everyone that the CFW Safety Committee joined the university’s Safety Committee
- Dean Thompson would like to make a recommendation to Tim Rogers and Jeff Maples to include staff and faculty as well as students in their discussion of personal safety on campus
- A group met with gender specific groups and received good feedback
- Dan Rowley conducted surveys of the 1st year students to get a feel for how much they knew about where to get info regarding personal safety
- Last spring, Freshman Council did a survey of freshman about safety
 - They felt less safe at night
 - Had concerns about safety in the parking garages
 - Had concerns about panhandling on the Strip
- The committee would also like to make the safety website more visible
- She would also like to see the surveys go beyond 1st year students. The opinions of other students, faculty, and staff may provide more accurate feedback
- SGA – Safety Committee will be having their annual Safety Walk on Tuesday, November 7th starting at 5:30pm in the UC - Hermitage Room

Announcement from Cheryl Travis

- Campus-wide presentation: Growing Up at Risk (see announcement)
- Thursday, November 9th from 4:00pm till 5:00pm in the UC, room 221

Work and Family Committee

- Pam and Tabbatha met; lots of no-shows
- We need more folks; we have a lot to work on

UT Notable Woman

- This award was established in 1995, and the first one went to Angie Warren Perkins.
- Margaret Crawford reported that the nomination form was online on our website.
- Lori Epperson is going to make sure that the form can be filled out online.
- Once the forms are in, the committee will meet and select 3 candidates.

Communications Committee

- Main report will be made next month
- Melissa Hage was introduced as both a new member and for the interview that she conducted with Dr. Claudia Mora, Head and Professor in Earth & Planetary Sciences. This interview will be posted in the Networker. Hage is serving on several CFW committees.

Announcement from Pam Hindle

- UT's Center for the International Study of Youth and Political Violence will hold its inaugural seminar on Nov. 7. The seminar is from 9 a.m. to 4 p.m. in the Ballroom of the Carolyn P. Brown University Center. The general public registration fee is \$29 and covers lunch and parking. Students may attend at no cost.
- The event will bring together some of the world's foremost experts from Israel, Palestine, Northern Ireland and South Africa to discuss the impact of violence on youth in war-torn areas of the world.

Meeting was closed at 1:10pm

Minutes submitted by Tabbatha Cavendish on November 16, 2006