

**Commission for Women  
Minutes  
Thursday, November 1, 2007**

**Attendance:**

Pam Hindle (Chair), Kathryn Ellis, Mary Papke, Maxine Thompson Davis, Alan Chesney, George Hoemann, Rose Parker, Nancy Howell, Joy DeSensi, Rosa Thomas, Fadia Alvic, Kasey Margaret Crawford

*Pam Hindle called the meeting to order at 12:15 p.m. The agenda was as follows:*

**I. Approval of October 2007 Minutes**

**II. The Bryn Mawr Experience - Dr. Maxine Thompson Davis**

**III. Reports:**

- a. Faculty Senate
- b. Communication Committee
- c. Commission for Blacks
- d. Commission for LGBT People
- e. Ready for the World

**IV. Planning for Women's History Month 2008**

**V. Old Business/New Business**

**I. Approval of October 2007 Minutes** – The meeting began with a discussion of the October 2007 minutes. Attendees had the opportunity to offer suggestions and corrections to the minutes prior to their approval. Pam Hindle noted that Kathryn Ellis had received suggested changes from Nancy Howell. The changes were briefly discussed and approved by the attendees. Furthermore, Mary Papke gave some minor editing suggestions. Finally, Margaret Crawford noted that the years of two approvals for Notable Women awards were 2001 and 2004 (not 2002). There were no other suggestions or corrections so it was moved that the minutes should be accepted. The motion was seconded and the attendees approved the minutes.

**II. The Bryn Mawr Experience (Dr. Maxine Thompson Davis)** – Before introducing the next speaker, Hindle announced that she had recently asked the Chancellor about sending two women to Bryn Mawr this year and he was supportive of the idea. Nancy Howell asked whether the Hindle and the Chancellor had discussed the Wellesley summer program. Howell believes this program has the same content, format, etc. as the Bryn Mawr program but may fit better into many women's schedules.

Hindle then briefly introduced Maxine Thompson Davis who was scheduled to discuss her recent experiences at the Bryn Mawr ??????. Davis first mentioned that the Bryn Mawr is not on 3.5 weeks, not six as before, and should therefore be a better fit for busy women. Davis said

that Hindle had asked her to discuss her insights and experiences and that the best thing she could say was that it “was truly an awesome life-changing experience.”

Davis provided a brief background on the institute for those not familiar with it. She said that the institute on Bryn Mawr’s campus near Philadelphia began in 1976. Bryn Mawr had, at one point, been one of the seven sister colleges. It has about 1300 undergraduate students. Something she had not known before was that Bryn Mawr means “Big Hill” in Welsh. When the institute was formed, the goal was to improve the status of women because they had been traditionally underrepresented. The institute provides an institutional perspective, strategies for career development, and a continuing extended network (over 2000 women from around the world have graduated from the institute).

At the institute, several areas of discussion are covered including academic governance, human relation skills, finance and budgeting, administrative uses of the computer, management and leadership, the organization and structure of higher education, and academic affairs. Furthermore, the issue of leadership is presented as the primary challenge facing administrators.

Davis noted that there was a lot of work for the participants to do even before they got to the institute. She had to choose a localized leadership project that she was involved with initiating. She chose a proposal to develop a framework for infusing work balance at UT. She received a lot of feedback at Bryn Mawr about this project. Before the institute began, participants also had to interview seven top administrators at their university. The idea of the project was that it would give the women an excellent opportunity to interact with these people and to learn about the major trends and challenges faced by these administrators. This was useful in looking at both local and national issues. This project brought forth something that Davis thought was particularly interesting – a lot of the women at the institute were not necessarily “top-level women.” Rather, they represented all backgrounds and all education levels.

At the institute, special attention was given to females. All of the presenters except two were female and most of the presenters were very dynamic. Among them were representatives of Princeton, LaGuardia Community College, University of Maryland, University of Denver, Wellesley, Dickinson College, and Spellman University. Davis also noted that many of the presenters were African American women and minority women.

Another opportunity offered at the institute was to participate in individual career mapping. They also had the opportunity to receive feedback on their resumes and were challenged to rewrite them. Finally, they were encouraged to analyze and expand their professional networks.

Although she found the professional activities to be useful, Davis said it was the experiences outside the classroom that were really awesome. There was such a diverse group of women with great evening opportunities for networking. Also, every morning she walked for an hour with incredible women. They talked and shared information. She was also able to take yoga three times a week and thought it was wonderful to have that time. And, she thought the food was fabulous!

Davis shared a quote presented by Dr. Judith Katz at the institute: “A master in the art of living draws no sharp distinction between her work and her play, her labor and her leisure, her mind and her body, her education and her recreation. She hardly knows which is which. She simply

pursues her vision of excellence through whatever she does and involves others to determine whether she is working or playing. To herself she always seems to be doing both." Davis would like that to be "us" – she would like it to be that way.

Davis reported that the work was VERY hard and she only got 3-4 hours of sleep a night, but it didn't feel like work. It felt like play and she came back to UT renewed. Davis learned a lot about higher education, but also about herself and about other people from interacting with this diverse group of people. She left the institute truly committed to sharing her knowledge and using her position within this institution to eliminate barriers and to help women achieve here at UT.

Finally, Davis distributed an article "Making Excellence Inclusive" to share with us.

Hindle said that as we continue to send women to these, and they come back feeling different about themselves, they will start to change the institution by asking new questions and taking new approaches – that is what this is all about.

Chesney said that if Maxine and Nancy Howell would like to do a class on this he will get Linda to make it happen. Davis responded that she would like to do that. Chesney also asked Davis if she knew of any similar programs geared towards African Americans. Davis said that she enjoyed ANCOR.[????] She also said that she could find out if there are any other similar programs and will tell Chesney about them. She said that over half of the participants were minority and she thought that was great.

Hindle commented that when people attend this class it will keep the interest going.

Finally, Hindle said that UT women should be presenters and asked whether this has happened. Howell said no. She also said that often the presenters had gone through the program previously. Hindle wants to know if the presenters are invited or if they approach the institute.

### **III. Reports –**

**a. Faculty Senate** – John Nolt and David Patterson were not present to report on the Faculty Senate, so Nancy Howell briefly mentioned some recent issues she recalled. She mentioned that Rita Geier received citation of recognition at the meeting. Also, a Wellness Taskforce, thanks to Alan Chesney, has been formed which the Faculty Senate is happy about. Next, she noted that today was the deadline to submit nominations for the Teaching and Learning Committee awards so we should all go to the website if we have anyone to nominate. The Budget and Planning Committee is looking into the Cherokee Farms Campus and into the sale of Knoxville Place to the university.

Chesney added that the Faculty Senate has approved the resolution on Safe Zones discussed at the October CFW meeting, so progress will start on that project. Ron Ellis and Jane Redmond will be co-chairs of that group and it will start to move forward in the next couple of weeks.

**b. Communication Committee** – Rose Parker presented a brief report for the CFW Communication Committee. They got together last month for a short meeting. She noted that Deb Haines did a lot of work for the Women in Science Symposium. The committee did not publish *The Networker* this semester because there really weren't any articles. They will publish in the Spring.

**c. Commission for Blacks** – Rosa Thomas says the Commission for Blacks spent time at their most recent meeting talking about retention and students. Dr. Darling was a guest speaker at the meeting and spoke about the university's work to retain students we currently have. There appears to be some discrepancies between grants making some "better" than others. For example, the Promise grant is only for certain high schools and it is a better grant than the lottery scholarships.

Chesney added that a concern is the students receiving the Promise are less well-prepared than those receiving the Pledge and we need to do something to help them better succeed – we need to create a bridge program of some sort. Hindle noted that some of these problems are coming about because of the loss of Geier money.

**d. Commission for LGBT People** – George Hoemann said yesterday was the close of the first UT LGBT History Month. The commission showed two films and there was a talk by the Suzanne [????] of the Highland Center to a capacity audience – she spoke on "Obsessed with Sex and Power." She discussed how homophobia, sexism, and racism are all really interrelated at core levels. Hoemann was shocked and pleased by the attendance. It was a very good inaugural lecture that they hope to repeat every year. He also mentioned that Rite Geier will be coming to speak with them next week. He thinks she has a great perspective.

The Commission for LGBT People has submitted proposal to Chancellor to give three awards similar to the notable women awards given by CFW.

Hoemann is most excited about the Curricular Review committee headed by Lynn Sacco. The committee is looking for courses that already have some content on LGBT people and may eventually try to develop a minor on LGBT Studies. He declared, "We all know that's where the seeds are planted."

**e. Ready for the World** – Mary Papke followed with a report on the Ready for the World program. She stated that the program is currently putting together the "passport" for the Spring and they are looking for events that can be included. If anyone knows of any events, they need to get them to her ASAP. One of the things that will be highlighted is a new program called "Intercultural Intersections." She wants the commissions to start thinking about events for this. She has booked the library auditorium for every Sunday during the Spring semester – she would like to start with movies followed by discussions (maybe *Crash*). They also want to show *Paperclips* and will try to bring in Bruce Pearl and some of the basketball players who recently visited the concentration camps to talk about their experiences. Kasey Baker will show a film on hip hop and the homophobia/sexism in the music. Other possible films include *When Words*

*Hurt*, which is one that we don't own but have the money to buy, and *Bend it Like Beckham*, which is a multiple intersections film. These are the kinds of thing we need and we need people to facilitate discussions. Papke would like to schedule events every other week. The other weeks, the auditorium would be available if something happens on campus that warrants a discussion/forum.

Next, Papke announced that Kasey Baker and her class expressed concern last year about the safety of women on campus after Virginia Tech. There was a forum to voice concerns, but Papke doesn't believe that one discussion is enough. So she wants to have a follow-up to this: Monday, November 12 at 6:30 in the UC Auditorium. First, there will be an update presented on what has been done since the first forum and what is in the process of being done. Next, there will be an open mike discussion. Papke knows that some people are nervous about this, but learning is scary. Hindle and Baker will both be there to represent CFW and to remind students that there are commissions to address their concerns.

Hindle added that Pearl Fryer will be coming here next semester. He is a nationally recognized topiary artist who was the son of sharecroppers and is completely self-taught. In response to white citizens who did not want him to live near them, he said he believed he could "keep up" his property. Polly and Ron Lafitte are friends of his. He is going to come to campus in late February and his movie, *A Man Named Pearl*, will be shown. He is awesome and such a positive role model. Papke said that this will also enable Ready for the World to bring in agriculture and to open up the program to the Knoxville community. According to Hindle, people say his garden is like a spiritual experience. Papke and Hindle are very glad that the CFW really jumped on this opportunity.

Hindle added that March is Women's History Month and she really wants us to do something. She is particularly interested in the power of language to affect culture (hate speech, etc.). She wants the group, not just herself, to be active in this. Papke says Ready for the World has money and they would like to use it in a way to add diversity. She showed a poster for *Youth War and Recovery* as an example. She is particularly interested in people who are in the nearby community who would be useful/good to bring in. We might think of a film series, healthcare, women in India, etc. – think creatively.

DeSensi mentioned she would like to speak with Papke about a student she has who works with women and sporting in Iran. The student works with the Muslim women's games. Papke thinks the Muslim community would be very interested and exclaimed, "I Love it!" Hindle declared, "We're signing you up right now." DeSensi said the student has also been working with another doctoral student on "Sport Camp for Peace" in Israel. Papke thinks that this could also really draw in the film community from campus and around Knoxville. She also thinks this would be great for Women's History month – Hindle agrees!

Rosa Thomas added that Anton Reese took a group of students to Mexico and they did a documentary. Maxine Thompson Davis said she would talk to him about the project. Papke wants him to report to her ASAP.

**IV. Planning for Women's History Month 2008** – [We ran out of time at the meeting, so this will be discussed in more detail at the December meeting. See Ready for the World discussion above for some ideas.]

**V. Old Business/New Business**

Margaret Crawford mentioned that Hindle presented the CFW's idea from last month regarding separating Faculty and Staff into separate categories for the Notable Women award. The Chancellor was supportive of this idea and of the idea to present two awards each year. There will now be four categories. Hindle noted Dr. Crabtree was very sensitive to the fact that considering Faculty and Staff together is a tough situation. Crawford declared that for this year we should go ahead and present the award to an Administrator and then get on track for multiple awards next year.

*Pam Hindle adjourned the meeting at 1:20 p.m..*

*Submitted by Kathryn Ellis*