

**Commission for Women  
Minutes  
Thursday, October 16, 2008**

**Attendance:**

Pam Hindle (Chair), Kathryn Ellis, Joseph Anderson, John Nolt, Kerri Lovegrove, Jilian Keally, Jenny Richter, Wendy Syer, Alan Chesney, Deb Haines, Margaret Crawford, Kerry Howland, Fadia Alvic, Rosa Thomas, Rose Parker, P.J. Snodgrass, Joy DeSensi, Tammi Brown, Nancy Goslee, Mary Evans

*Pam Hindle called the meeting to order at 12:05 p.m. The agenda was as follows:*

- I. September Minutes**
- II. UT Libraries' Diversity Initiatives – Jill Keally**
- III. Report from the Faculty Senate – John Nolt**
- IV. Comparative Childcare Information – Kathryn Ellis**
- V. Women's Economic Summit – Mary Evans**
- VI. CFW Communications – Deb Haines**
- VII. Old Business/New Business**

At the beginning of the meeting, Jenny Richter introduced Joseph Anderson who is a new employee with the Office of Equity and Diversity.

Pam Hindle then read the letter she sent to President John Petersen regarding the Commission for Women's endorsement of Dr. Ellen Wartella for the position of Chancellor.

Hindle held up a copy of The Zookeeper's Wife by Diane Ackerman. She said that it is a book she thinks members of the CFW may be interested in reading. She said that it is the true story of a Polish man and his wife who were zookeepers during the Nazi era and saved hundreds of people by hiding them in their zoo.

Hindle next showed a recent edition of Newsweek that has information about a new book on Thomas Jefferson that deals with issues of race and gender. Hindle said she thinks this book could be very interesting.

Hindle then passed around copies of an article from Chronicle of Higher Education that deals with women and minority people working towards their doctorates. The article discusses reasons it may take members of these groups longer to complete their degrees.

Finally, Hindle mentioned that she had received an invitation to a reception being held on October 20 to honor the inaugural class of the Chancellor's Professors, which includes CFW member Joy DeSensi. The group offered congratulations and applause for Dr. DeSensi. DeSensi said that she is both overwhelmed and honored.

I. **September Minutes** – The September minutes were presented for approval. There were no changes suggested by those in attendance. Kathryn Ellis noted that Denise Harvey had sent an e-mail message suggesting some minor changes that would be made. Kerry Howland moved to approve the minutes and Fadia Alvic seconded the motion. The September minutes were approved unanimously.

## II. **UT Libraries’ Diversity Initiatives (Jill Keally)** –

Hindle introduced Jill Keally, a new member of the CFW, who presented information on the UT Libraries’ Diversity Committee. Keally said that the Diversity Committee has been around since 2001 and its members are fortunate to have a dean who is committed to the issue of diversity, broadly defined.

Keally said that the Diversity Committee runs a residency program for recent graduates of the MLS program. The candidates participate in a 2-year program – during that time they do training that teaches them what it is like to work in an academic library and that gives them real day-to-day work experience. One of this year’s candidates will be working in the digital archives program, specifically with the Children’s Defense program. Another candidate will be working in technical services and will be learning more about the electronic world of acquisitions. The candidates are supported with travel funds because the faculty and library want to support them in their research and publications. Currently, the third “class” is on campus.

Keally also talked about the libraries’ participation in several film series presentations. She said that in November there will be a series on Native Americans. Keally said that the library is always interested in working with other groups on campus and in co-sponsoring film series. She added that there is a cultural corner in the library, which often holds displays related to the Life of the Mind program. And, there is a “Talk About It” series held for the library staff – Keally thinks that they would be interested in including others as well. An example of the topics discussed in this series is the topic of disability as a family matter.

Keally also mentioned that the library has worked with Fayetteville State on an online digital scrapbooking training.

Keally finished by saying that they are very proud of their committee and that it now includes people who are external to the library as well.

Hindle thanked Keally for the information. She added that the CFW has traditionally called on members of the library community for assistance with showcases and appreciates their assistance very much. Hindle noted that she had never been turned down despite waiting until the last minute.

III. **Report from the Faculty Senate (John Nolt)** – John Nolt began by saying that the Faculty Senate’s greatest concern at the moment is the budget cut problem and the likelihood of further

cuts. He reiterated the concerns raised at the CFW's September meeting about the high ratio of women in the programs that are already being cut or considered for cuts.

Nolt said that at the next Faculty Senate meeting there will be reports presented by both the Graduate and Undergraduate Councils about the program closures. He noted that these reports will not advocate for or against the closures, but that they will discuss the process. Nolt said that his understanding is that the next step will be to announce a "plan" for closure, not actual closure.

Nolt said that he is particularly about what is going to happen next spring. He is concerned that if there is a base budget cut in the spring there will be further program cuts. He said that Interim Chancellor Simek has said that these will be "strategic" cuts – full programs – not across the board cuts.

Next, Nolt said that the Program Reduction Task Force will be meeting on October 29. Nancy Gosless asked if the task force will be looking at AAUP guidelines in their discussions and Nolt confirmed that they would be. Deb Haines asked if there are any guidelines that we need to be aware of so that we understand what these criteria mean. Nolt responded that the budget cuts will be made by central administration and that the role of the Faculty Senate is simply advisory. Goslee noted that there had been horrendous reports of how things were handled poorly in some of the New Orleans schools after Katrina and that those can be used as guidelines of what not to do. Nolt added that he does not recall whether concerns about gender balance and general equity issues were addressed in the AAUP guidelines. Hindle said that she mentioned to Simek in a recent meeting that both gender balance and racial balance need to be considered during the process of applying budget cuts.

Hindle also thinks we should be cognizant of the effects these program cuts might have on some members of the staff. Nolt said this is a good point and that the task force does not have any staff representation. Goslee noted that the Audiology and Speech Pathology program relies heavily on staff contributions. Alan Chesney chimed in that part of this, in terms of the planning process, is that the faculty needs to have some input in the academic nature of the cuts. He said that he is not concerned that there is no staff input into a fraction of the issue being addressed by the task force. He said that on a larger level he thinks there does need to be discussion of how this affects staff, but that it is the faculty's purview to look at academic programs and consider what academic programs should be cut. Nolt responded that the actual process of looking at academic programs is, according to the Faculty Handbook, assigned to the Graduate and Undergraduate Councils. Hindle said that she thinks all of this should be incorporated. Nolt replied that faculty, staff, and students should all have a role. Haines asked at what point the staff will have an avenue to discuss how this affects them and how they have a role in planning. Chesney questioned whether this then rolls into the budget process. Nolt said he thinks that it should inform the budget process.

Nolt continued saying that the Chancellor has been emphasizing that it is not only that budget cuts are hurting us, but also that we are facing significant increases in energy costs. This is something that everyone on campus should be concerned about. Nolt said there are new "switch your thinking" initiative on campus. People interested in learning more about this can go to

environment.utk.edu, which includes a link to a report on energy problems. P.J. Snodgrass added that the university's energy efficiency manager is glad to speak to groups on campus.

Next, Nolt announced that the Wellness Task Force created by the Faculty Senate last year has completed its work and created a report. He said that they have developed a number of recommendations. Their suggestions include creating wellness teams, a wellness program with a budget from human resources and staff reporting to Rec Sports, and wellness activities. Nolt is not sure how this will play out with the current budget concerns, but the report is out there. Chesney, who was co-chair of the task force, added that what has been most successful on other campus is coordinated programs, not sporadic events like we currently have at UT. Chesney says there is data that it is the coordination of these programs that make it cost efficient. With more coordination there will be a greater return on the investment. He says that the university cannot afford not to do it – UT must invest in its employees. Chesney also said that part of the reason for getting the task force going is so that we can partner with the state to show them how to develop a wellness program and to possibly get the state to fund the program. Haines added that Fortune 500 companies have shown that if this type of program is connected with the insurance then premiums can go down – win-win situation. Nancy Howell said one of the motivating forces was that the State of Tennessee has a wellness program, but that it specifically excludes university personnel.

Finally, Nolt announced that on November 17 Joan Cronin will be at the Faculty Senate meeting if anyone is interested.

#### **IV. Comparative Childcare Information (Kathryn Ellis) –**

Kathryn Ellis presented a brief report on child care availability at several other universities. For the handout presented to attendees, click here. **[Link will be added]**

Chesney and Haines asked about whether any of these programs are subsidized by the universities. Ellis responded that this is something that will need to be researched further.

Hindle said that she plans to read the JMU Faculty Senate report referred to on the handout.

Hindle noted that Wendy Syer is going to also look into peer institution subsidies and availability.

Howell mentioned the issue of public/private funding for facilities at Cherokee. She said that one of the problems with the Knoxville campus is that there has been a problem with availability of facilities. Nolt said that he is on the planning committee for Cherokee – it will be a research facility only – and as far as he knows there is no mention of the childcare facility. Howell said to find a private funder who would throw in some funds for childcare would be great publicity for them – and UT could offer childcare for both Cherokee and Knoxville campus community.

Chesney said there used to be a very active referral process that he thought offered a very good service. Syer said she thinks the state funding was lost and that that was shut down. There is

child care on Lake Avenue and White Avenue. Chesney thinks it is important to document that we have not stayed still with regards to childcare, rather we have gone backwards. Says you lose things that are on the “fringe” – childcare was subsidized, went to a referral system that is now gone, now there is limited childcare with NO subsidy. Howell said that is why they have been suggesting the use of part of a building on Cherokee that might be something that is a little cheaper. Syer thinks a big part of the issue is staff. Haines said there is also an issue of building codes and outdoor space – might be a lot of other components that need to be considered. We should probably really look at that. Howell said that the “planning” is a lot more general at this point. Nolt said that right now they are really only considering siting one building and they don’t have a location for it yet.

Chesney added that we should look at the administrative aspect of the programs.

#### **V. Women’s Economic Summit (Mary Evans) –**

Mary Evans handed out information on the summit that will be held on October 27 in Nashville. Evans said that this will be the third year that she attends this summit. She pointed out Lillian Nashburn will be participating. The “big name” at the summit this year is Sandra Day O’Connor.

Evans will give a report after the summit.

#### **VI. CFW Communications (Deb Haines) –**

Deb Haines announced that the Networker is going to be printed in more limited numbers (costing \$50 instead of \$3000) – it will be sent electronically and 30 paper copies will be given to each CFW member to distribute

She also announced that a 5 minute interview with Dixie Lee Thompson will hopefully be put up on the website soon.

Haines thinks we need to look at multiple ways to have the CFW website linked and also to be linked to the UT homepage. She has started discussing this with Margie Nichols and Hindle.

Haines just learned that the Daily Beacon is run through Student Affairs.

Haines said that we do not have a specific protocol on E-publications yet, but we will work to get e-mails sent out.

## **VII. Old Business/New Business –**

Kerry Howland announced that Nicky Anosike is a top four finalist for NCAA Woman of the Year

Kerri Lovegrove announced that the Women's Coordinating Council will be holding Take Back the Night on Wednesday, October 22

Lovegrove also pointed out an article in today's Daily Beacon on the Women's Center.

Rosa Thomas announced that flu shots will be given on October 29, from 11:00 to 4:30 at the University Center for \$25 – proceeds will go to the Empty Stocking Fund. The shots will be available to faculty, staff, and students.

*Pam Hindle adjourned the meeting at 1:09 p.m..*

*Submitted by Kathryn Ellis*