

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

Attendance:

Pam Hindle, Lori Epperson, Mary Papke, Tammi Brown, Alan Chesney, Mary Evans, Deborah Glenn, Rhonda Green, Louis J. Gross, Denise Harvey, Carolyn Hodges, George Hoemann, Paris Hooke, Nancy Howell, Thura Mack, Lillian Mashburn, Nancy McGlasson, Jo Milton, Anita Monroe, Jane Moser, Rose Parker, Will Pratt, Jane Redmond, Jennifer Richter, Wendy Syer, Rosa Thomas, Maxine Thompson, Georgia Varlan, Bethany Wild, and Tabatha Cavendish.

Meeting was called to order by Pam Hindle. The agenda was as follows:

- I. Introduction of members
- II. Report from the Faculty Senate
- III. Dr. Jane Redmond - Factors in Career Success
- IV. Lillian Mashburn - Tennessee Economic Summit for Women
- V. CFW Committee Signups
- VI. Plans for the Year
- VII. Old Business/New Business

I. Introduction of members

Pam Hindle, Chairperson for the Commission for Women, introduced herself and her fabulous new GA, Tabatha Cavendish, and then asked for everyone to introduce themselves and give a brief description of what they do at UT

II. Report from the Faculty Senate: President, Louis Gross

1. Gave explanation of the purpose and goals of the faculty senate:

The Senate has authority over academic aspects of UT, provides a mechanism for information transfer to the faculty from the administration and mechanism for comments back to the administration from the faculty. Main activities are information and communication driven therefore and the Commission can assist in this. A President's web page has been set up <http://www.tiem.utk.edu/~gross/facpres.html> and an email address facpres@utk.edu

2. Reported on 3 issues from their recent meeting:

a. Salary issue: Merit Pay Pool

A main issue that has arisen is salaries and the distribution of so-called "merit" pay. The plan was not consistent with previous recommendations from the Senate and we will at the least reiterate our concerns. This issue was brought up last year and a resolution was passed but also has been ignored. It is likely that another resolution will be passed this year.

b. Salary issue: Gender Inequity

A planned project this year is an analysis of potential gender-based differences in faculty salaries. Previously, research had been done on this issue and a group of senate members looked at the statistics. Louis Gross did not think that the study was adequate to yield useful information and has proposed a plan to better study the issue (see attached).

c. Diversity issue: Hiring

The issue is the lack of concern with following appropriate diversity guidelines in some searches (Governors Chairs). See correspondence on above website:

III. Dr. Jane Redmond - Factors in Career Success

Dr. Redmond spoke about how she became successful in her career. Dr. Redmond started at UT, 28yrs ago, to serve as the Program Advisor in Student Activities. She came to UT after working with community action committees but had little knowledge of working in the university environment. This position was fun and helped her become acquainted with several aspects of the university system. After 2 years, she became Director for the Knoxville Women's Coordinating Council where she was involved in programs serving to educate the public about the importance of the Equal Rights Amendment and to push for its passing. She then became director of Minority Student Affairs in the Black Cultural Center and is now the Assistant Vice Chancellor for Student Affairs. The most important factors to her success were:

1. Mentoring relationships: Over time, she had developed many mentoring relationships with both men and women. She would absorb the best qualities from these mentors and use them as tools to obtain her personal goals.

2. The Credentialing Process: Dr. Redmond completed her Master's Degree at UT and PhD at Ohio State and feels that the importance of these advanced degrees and the enrichment that is gained from this experience is huge.

3. Visibility: By working on institutional issues through serving on task forces, committees, and focus groups, Dr. Redmond was able to gain mobility by becoming part of the university solution.

4. Servant Leadership: Dr. Redmond is dedicated to serving those that she leads and works with as a cooperative helping students and others to help themselves.

Questions/Comments to Dr. Redmond:

1. (Pam Hindle): How did you find mentors?

Answer: Observation of people who did what she felt was something she wanted to do or be. Sometimes mentors fell right into her lap because they had taken interest in her.

2. Comment (Maxine Thompson): Jane has also been a mentor for others and is a true servant leader!

3. (Pam Hindle): Were there formal avenues of mentoring?

Answer: No, but she could remember when the Commission for Women started their mentoring program.

**The order of IV, V and VI were switched from original agenda.*

VI. Plans for the year

1. Ready for the World: Dr. Papke spoke about the Celebration of Appalachia, its people and culture. Cultures to be focused on include: Scotts-Irish, African American, Cherokee, Hispanic and Jewish.

a. Upcoming events include: Henry Timberlake, Appalachian Dancers, and a film series which includes both feature films and documentaries

b. Still brainstorming ideas for March:

-Pam Hindle is contacting Maya Lin, the architect who designed the Vietnam memorial and also the *Riggio-Lynch Chapel* at the Alex Haley Farm in Clinton, Tennessee. This chapel will join Lin's other architectural masterpiece, the *Langston Hughes Library* (1999), on the campus of the Farm. The Alex Haley Farm is a retreat operated by the national nonprofit, the Children's Defense Fund, and is the only place in the world to have two buildings by Lin on the same site.

-there are several other ideas including: a photographer who documented Appalachian culture; Merikay Waldvogel, an Appalachian story teller and quilter; Wilma Dunaway, an expert on slavery in southern Appalachia, and the 1st female Cherokee Indian Chief, from both the East and West Bands

-Still looking for more ideas: any format (speaker, brown-bag, film, art...)

c. Alan Chesney, Executive Director of Human Resources, announced that the fall festival this year would also have an Appalachian theme.

2. International Women's Circle: Gathering of women from different cultures.

-meets every 4th Thursday of each month at 6pm in the Black Cultural Center

3. Circle of Sisters: Women's discussion group

-meets every 2nd Thursday of each month at 6pm in the Black Cultural Center

4. Ross Mears, a documentarian, would like to premier his new documentary at UT.

5. Alan Chesney reported that a staff salary study on the issue of salary equity was to be conducted this year. One unique problem that will be tackled is that of compression.

Within Tennessee state government, compression is defined as a situation which occurs

when employees in the same job classification are paid similarly, despite clear differences in lengths of total state service and time in current job class. Since 1992, many employees hired at range minimum who have remained in the same job class are still compensated at range minimum, while new employees with no experience are also hired at range minimum. This has led to the salaries of employees with multiple years of service becoming “compressed” with newly hired employees. Human Resources is going to try to work with the state and adopt their methodology with this problem to make it easier to lobby for changes on the state level. He plans on communicating with Louis Gross on their parallel faculty salary studies.

-Question (Jane Moser): why is “non Exempt” staff not listed specifically?

-Answer: not to worry, they are included – implied by “staff”; this will be specifically included.

6. George Hoemann reported that he and others are working on getting a parallel commission for gays, lesbians, bisexuals and transsexuals started this year. He is looking at the CFW and CFB for ideas on structure.

7. Jo Milton announced events happening in the coming week:

-09.08.06: The Black Graduate & Professional Student Association mixer at Club LeConte from 630pm to 830pm

- 9.11.06 Harry Belafonte will be speaking on the topic of Social Justice at 7pm at the Knoxville Civic Center Auditorium

- 09.12.06 Pamela Carter, the President of Cummins Filtration Inc., and Vice President of Cummins, will be discussing Ethics and Business Career Pathing from 2pm to 4pm in the UT Carolyn P. Brown UC Auditorium

8. Life of the Mind: Mary Papke announced that Laila Lalami, Moroccan author of *Hope and Other Dangerous Pursuits*, the required freshman reading book for this year, will be conducting two sessions on campus this week.

- 09.13.06: she will have a presentation and book signing in the Cox Auditorium, Alumni Memorial Building at 7:00 pm.

- 09.14.06: she will have an informal discussion on the topics of the status of women in Islamic countries and the use of Islamic women in the media (including US media) in the International House at 7pm.

-The link to this even could be found on the Life of the Mind website:

<http://chancellor.tennessee.edu/lifeofthemind/events.shtml>

V. CFW Committee Signups: Pam gave a brief description of each and asked folks to email her regarding which they would like to serve on.

1. Work and Family Committee: explores campus issues that create an inviting and supportive work environment for women and their families. Several examples are: the availability of child care facilities, elder care options, family leave, flex-time, and preparing for retirement. Interest has increased in the last several years in living wage issues.

Goal this year: Propose, and present to the Chancellor, creative solutions for the continuing problem of limited child-care options.

2. Awards Committees: seek women nominees and select winners for 4 different CFW awards to be presented at the Spring Chancellor's Honors Banquet. Descriptions of the award requirements will be listed on the CFW website.

3. Communications Committee: "It Rocks!" –say Pam Hindle. This committee is very important to CFW because it provides visibility and connectivity for CFW members and our campus community. This committee utilizes the CFW website (<http://cfw.utk.edu>) and the CFW bi-annual publication The Networker as primary conveyors of information. Internal communication is done primarily via Blackboard Course Info.

Goals this year:

-Continue the practice of publishing creative, informative, and thought-provoking Networkers.

-Collaborate with Media Services to widely publicize upcoming CFW events.

4. Equity Issues Committee: seeks to provide information regarding gender inequities to the campus, including administrative leaders. The committee also provides feedback and advice on how to solve issues of gender inequality. The committee oversees the "Gender and the Workplace" survey, conducted by the Office of Institutional Research and Assessment (OIRA) on a five-year cycle. The committee also interacts with OIRA to produce the annual Faculty Salary Study.

Goals this year:

-Continue the redesign of the Faculty Salary Study, to include information about non-tenure track teaching faculty.

-Collaborate with Human Resources, the Exempt Staff Council, the Commission for Blacks, and other interested parties to design and implement a staff salary study.

5. Mentoring Committee: provides opportunities for women faculty, staff, and students to participate in mutually beneficial mentor/mentee connections. The committee collects information for women students seeking mentoring and 'matches' these mentees with women mentors who share similar academic interests.

Goals this year:

-Develop creative methods for connecting in mentoring relationships. Mentoring can occur through online discussion groups, for example.

-Expand our mentoring program to include women staff members who seek to be mentored.

-Comment (Pam Hindle): we are not reaching students well enough.

6. Safety Advisory Committee: involved with issues of concern for students, faculty, staff, administrators, and families of all definitions – the safety of individuals who live, work, and learn on this campus. A particular interest of this committee is to help create an environment that not only IS safe but that also FEELS safe for women.

Goals this year:

-Work with staff of the UT Safety, Environment and Education Center to plan and participate in educational programs that increase the awareness of safety issues of particular importance to women.

-It was suggested that Mark Smith, new director of Health and Safety and Daniel Reilly from Environmental Safety Committee be put on the committee.

7. Professional Development Committee: plan and implement programs that offer opportunities for campus women to grow in their professional careers. Those opportunities will include such things as seminars, workshops, publications, and internship programs.

Goals this year:

-Plan a professional development event for the campus.

-Design and propose to the Chancellor an internship program to provide administrative experience for women who desire to grow into leadership positions.

8. History and Archives Committee: dedicated to implementing a self-archiving system for the electronic storage of Commission for Women materials. The system will provide user-friendly methods for retrieving data to be utilized by students and faculty conducting research.

Goals this year:

-Work with library digitizing professionals to implement a system

IV. Lillian Mashburn - Tennessee Economic Summit for Women

The summit will be held at the Marriott on East side of Nashville on October 23rd. This summit is full of great speakers. Last year, Corina Gorshef, who wrote a book about Notable women and Helen Thomas, White House Correspondent, were present among other notable women.

-Comment (Jane Moser): the experience was much more that she expected and recommended everyone to attend.

VII. Old Business/New Business

1. Denise Harvey: thanked everyone for their support for the 8 Katrina victims with whom she is keeping track and helping. She reported that they are all in homes though still struggling and can still use our help.
2. Jo Milton: announced that the Alumni Gospel Choir will be doing a benefit concert and community service in New Orleans this fall. They are welcoming any monetary support.
3. Lori Epperson: Observation in the Knox New Sentinel
 - a. The Sentinel listed the 100 highest paid public employees in Knox County
 - 11 are women
 - 70 are from UT (only 4 women)
 - b. Also listed is the number of women holding public office in Knox County
4. Maxine Thompson: commented that it was somewhat disturbing that those featured in the segment “New Faces” on the UT homepage have been only white males. This evoked much conversation among CFW; comments include:
 - (Louis Gross): What do we do? Women are not applying to UT?
 - (Lillian Mashburn): The word is that we’re not favorable.
 - (Mary Papke): We need to be more proactive during the hiring process. We need to talk up those qualified females who are doing well and applying.
 - (Jennifer Richter): We need to pay more attention to qualified minorities and be interactive with the hiring process.
 - (Louis Gross): So the Commission would then recommend a change in the hiring process to the Programs Committee...?
 - (Tammi Brown) announced that she is on the search committee for the Vice Provost
 - (Mary Papke): we should know who is on these search committees

Pam Hindle closed the meeting at 1:30pm.

Minutes submitted by Tabbatha Cavendish on September 29, 2006.