Commission for Women
Meeting Minutes
November 2, 2017

Attendance: Lisa Yamagata-Lynch, Casey Barrio Minton, Robyn Brookshire, Kiley Compton, Patricia Freeland, Thura Mack, Melissa Smith, Jenny Ward, Mary Lucal, Jennifer Richter, Erin Rowland, Alisa Meador, Jennifer Webster, Audrey Parker, Bonnie Johnson, Yvonne Kilpatrick, Bobbie Scull, Deb Marshall, Nancy Thacker

I. Approval of Minutes

II. Announcement of 2018 HERS representatives
   a. Mary Lucal and Alison Buchan have been selected.

III. Report from guests Bobbie Scull and Deb Marshall, PEO International
   a. Bobbie Scull discussed history of PEO International. Their sole objective is to support women in education. There are five different projects that fund and support women pursuing higher education. Some scholarships are awarded based on need and others on merit.
   b. Bobbie Scull elaborated on the international peace scholarship (IPS) fund. The scholarship provides supplemental financial support. Applicants must be a citizen of a foreign country, excluding Canada. She noted there has not been an IPS scholar at UT. More information can be found at peointernational.org.
      i. Bonnie Johnson asked if the scholarship is inclusive of trans* women.
         1. Bobbie Scull responded yes, it is.
      ii. Lisa Yamagata-Lynch asked how our guests’ chapter of PEO International is designed and how they sponsor women during the application process.
          1. Bobbie Scull responded the chapter includes women from across various counties surrounding Knoxville. It is a national organization, but a local chapter will sponsor a woman applying for funding.
          2. Deb Marshall discussed the local chapter assists women once they receive an IPS scholarship, but they cannot sponsor women before they receive the scholarship.
          3. Bobbie Scull noted her chapter currently supports women at LMU, all of which are Nursing students.
             a. Lisa Yamagata-Lynch discussed considerations to expand the major concentrations of women who may apply, beyond the hard sciences.
      iii. Alissa Meador asked: can students who are already at UT apply after admittance, specifically with IPS?
          1. Bobbie Scull responded yes, all graduate students can apply for any scholarship after admittance to their Universities.
          c. Yvonne Kilpatrick distributed informational handouts about each of the projects PEO supports.
IV. Updates from the work-life balance working group: Jenny Ward and Robyn Brookshire

a. Jenny Ward distributed a handout summary of report findings to commissioners. She discussed the interdisciplinary group’s findings from their inquiry into our peer institutions’ efforts surrounding child-care, elder-care, and other work-life balance issues. They also examined the 2014 employee engagement survey. Recommendations were made from their findings. One thematic finding included: institutions that had robust resources also had administrators overtly supporting work-life balance and/or some type of center of work-life balance or central hub of information that helped maintain a culture of work-life balance. Overall, resources were easily accessible at peer institutions. Jenny Ward and Robyn Brookshire encouraged commissioners to please read the report and provide feedback.

i. Lisa Yamagata-Lynch discussed the 2017-18 work-family balance committee will continue building from this report. Our next step will be distributing the full report across the Commission.

ii. Mary Lucal noted UT is lacking a work-life center, and her hope is that we can work towards creating a center. In the meantime, HR is working on a work-life balance page for the HR website with supportive messaging, resources, etc. to get us started.

iii. Lisa Yamagata-Lynch noted the importance of making this a relevant issue for all, not just for women.

iv. Jenny Ward noted there was a child care center here at UT before, and it was not successful. Robyn Brookshire added the history of center is that it was not financially sustainable, so the center folded into the laboratory school.

v. Mary Lucal asked: once feedback comes back, and the work-life committee collects information, could they meet again with Matthew Theriot and herself?

   1. Lisa Yamagata-Lynch responded: yes, the work and family committee can continue to be a part of collaborative efforts.

vi. Robyn Brookshire reported Michigan State and UC Berkeley’s work-life centers are funded through big grants that were designed to promote women in science fields.

vii. Erin Rowland discussed her experience with Project Help and suggested this project may be a resource for us as well.

viii. Nancy Thacker will set up a form to collect feedback on the report and disseminate the report and form to the CFW soon.

V. Updates from Commissions, Council, and other groups

a. Commission for LGBT People report from Nancy Thacker. The CFLGBT recently held open forums to hear from LGBTQ faculty and staff with hopes to learn about their specific needs and address them accordingly. They also are working on an online resource network identifying LGBTQ friendly faculty and staff, particularly those engaging in LGBTQ research, and also providing a centralized reference for LGBTQ resources across campus.
b. Commission for Blacks report from Nancy Thacker: The African American Trailblazer Award will be held on Monday, November 27th, 2017 in the Howard Baker Center Toyota Auditorium.

c. Council for Diversity and Interculturalism report from Melissa Smith: The CDI last met on October 18th and discussed Ben Shapiro’s recent visit to campus. They also continued discussed the Council’s role in communicating diverse events across campus.

d. Lisa Yamagata-Lynch noted the candidates for the Vice Chancellor for Research position are visiting next week and encouraged commissioners to attend the open forums.

e. SGA update from Lisa Yamagata-Lynch. SGA and UTPD will be sponsoring a Safety Walk on November 6th at 5:30 pm, and commissioners are invited to participate.

f. Lisa Yamagata-Lynch reported on recent lunch meeting with the Provost. The main concern discussed at the meeting regarded notifying the campus community about hiring searches in timely manner.

VI. Committees

   a. Lisa Yamagata-Lynch requested commissioners meet with their committee members, establish a communication leader for each committee, and set goals. All commissioners met with their respective committees for fifteen minutes before adjourning.

VII. Adjourn