Commission for Women  
Meeting Minutes  
February 1, 2018

Attendance: Hillary Fouts, Lisa Yamagata-Lynch, Ashley Blamey, Robyn Brookshire, Rachel Chen, Kiley Compton, Patricia Freeland, Amanda Hand, Melissa Smith, Rita Smith, Barbara Thayer-Bacon, Jenny Ward, Jennifer Richter, Cynthia Polk-Johnson, Beauvais Lyons, Alisa Meador, Matthew Theriot, Jessica Webster, Nancy Thacker

I. Welcome from co-chair Hillary Fouts

II. Approval of Minutes

III. Dr. Elizabeth Johnson – CEHHS faculty senate president
   a. The CEHHS faculty senate leadership group has been reviewing invisible labor and service saturation of minority groups for the past year and a half. The group started originally focused on faculty of color, but they have expanded their work to all underrepresented groups. They have been gathering research and providing suggestions based on their findings to the appropriate leaders. At this point, they are looking for additional ways to get traction on the issue, particularly from the CFW.
   b. Elizabeth Johnson provided distinction between invisible labor and service saturation. Invisible labor can be understood as service that is seen but not valued, in tenure promotion for example. (Specific examples include: attending 25 dinners in five years, mentoring a great deal of students that seek them out). Service saturation can be understood as formal service that serves a diversity mission of UT (e.g. serving on hiring committees).
   c. They have been exploring how to frame the issue in conversations. Some messages they have heard include: “women select into more service” or “the tenure process is stressful for everyone.” They hope to be more explicit in framing it as an equity issue, and showcase that service can lead to disparities in time for research. They have thought to bring in a speaker to display unity around the issue. Elizabeth Johnson has spoken to Dorian McCoy (co-chair for CFB) and Jennifer Jabson (co-chair for CFLGBT) about a collectively supporting a speaker.

IV. Open discussion for commissioners to provide suggestions on gathering traction around invisible labor and service saturation issues.
   a. Beauvais Lyons discussed the importance of faculty reviews and increasing awareness of these issues with the faculty who are making hiring/promotion decisions. He also noted faculty trainings as avenues to address these issues.
   b. Matthew Theriot noted an upcoming May 2nd “Rethinking Mentoring” training that will address faculty mentoring at different points in their careers.
   c. Hillary Fouts asked if others from different academic units feel this is an issue for their unit? Also, how have staff experienced this issue?
i. Alisa Meador noted qualitative portions in staff reviews have contributed to recognizing and evaluating service more fairly. She believes it is an issue across campus from her experiences.
d. Hillary Fouts discussed department heads and others in evaluative roles may interpret contributions in service areas differently than the underrepresented faculty and staff that are engaging in service. Clarifying interpretations could be important.
e. Barbara Thayer-Bacon noted that the expectation for contribution plays a role in service selected. She believes expectations are heavier for women to do service, yet they are not rewarded for it in similar ways to male faculty and staff.
f. Lisa Yamagata-Lynch asked if Elizabeth Johnson has collaborated with other colleges?
   i. She responded no, but others have shared literature and support for the issue with her. She sees collaboration with other groups moving forward as important to create a united front. She is hoping for more contributors who have research experience directly related to these issues.
g. Lisa Yamagata-Lynch asked if it seems to be a stronger women’s issue or an issue for all diverse groups?
   i. Elizabeth Johnson responded it is an issue for all underrepresented faculty. She noted intersectionality of identity has seemed to play a role.
h. Lisa Yamagata-Lynch noted STRIDE is looking into department head training, and Elizabeth Johnson may collaborate with them. STRIDE is trying to increase attention to retention, not just recruiting and hiring. She noted having a partner would help in this effort.
   i. Elizabeth Johnson responded this would be a good partnership, particularly in recruiting more diverse faculty. She noted a lot of the burden on underrepresented faculty is due to the few number of underrepresented faculty on campus.
i. Matthew Theriot stated sharing information with him would be helpful in these efforts. And, he would be happy to partner with Elizabeth Johnson and the Commissions to get a speaker to address these issues.
   i. Hillary Fouts asked what type of information would be most helpful?
      1. Matthew responded that literature about the issues would be helpful.
j. Elizabeth Johnson noted that a purpose of some of the service underrepresented groups are engaging in is to connect with others like them. In order to have that connection, they feel that they have to do more.
k. Robyn Brookshire discussed the precursors to self-selection of service. She noted a precursor in her experience surrounds lower SES students. She discussed faculty who recognize students’ barriers and can understand how significant the barriers are likely check in on students; as a result, students see the connections that can be made and seek mentorship from underrepresented faculty or staff that are similar to them. She noted that increasing faculty awareness about underrepresented student barriers could lead to faculty who do not have those experiences noticing and checking in, which would lighten the load for the underrepresented faculty and staff members. She also discussed her learning in
SafeZone on speaking that she is an ally to her students is important; it has created an open opportunity for students to seek support from her. She inquired about the implications for following through with recommendations that are made in trainings.

1. Lisa Yamagata-Lynch noted the focus of implicit bias in STRIDE training and how implicit bias plays a significant role in recruitment, hiring, and retention issues.

m. Beauvais Lyons discussed the diversity and inclusion committee that Monica Black is chairing are working on developing a survey to understand broadly the experiences of diversity and discrimination. The hope is that the survey results will lead to recommendations for policy changes. He asked Matthew Theriot about COACHE survey, will it capture invisible labor with questions about satisfaction? Beauvais Lyons noted we know the problem exists and surveys will confirm that, so in terms of faculty senate in how it would be reflected, they are stressing having clearly articulated criteria for rank. He noted difficulty in assessing forms of labor accurately and fairly. He thinks this information could impact the handbook for faculty evaluation.

   i. Hillary Fouts agreed, there is recognition that the issue does exist, but she is unsure if everyone is aware that is a problem. And, groups like ours who are engaged may be the only groups that are aware of the issue as a problem.

      1. Beauvais Lyons responded with understanding, that all faculty may not be committed to sharing the responsibility.

      2. Beauvais Lyons also noted measures of evaluation could focus on absence of empathy and service activities rather than evaluating the service that is there.

   ii. Matthew Theriot discussed the importance of training for those in evaluative roles. Clearer interpretation of service is what he feels is needed, and there is potential to focus training on understanding the complexity of the issue and to evaluate with greater equity.

   iii. Beauvais Lyons noted that what he expects to see from surveys is that those evaluative people with privilege are not aware of their privilege. He stated everyone needs to be developing awareness of their implicit bias. He shared his thoughts that implicit bias affects how we function in all of our roles as faculty and staff; increased attention starts with the department heads, but it should be salient throughout all employees.

n. Discussion on the COACHE survey that will be distributed to faculty online.

   Robyn Brookshire discussed student touches are not recorded, rather it is considered as volunteer work. She finds it interesting in her experiences that students are coming to staff and adjunct professors rather than full-time or tenured faculty.

   i. Matthew Theriot noted the definitions and expectations for tenured faculty are more explicit and well-defined compared to other employees. He discussed including expectations for service in the same explicit manner.

   o. Jenny Richter asked is the focus of the issue on expanding the definition of what counts as service? Or, are they looking at reevaluating the weight of service?
i. Elizabeth Johnson responded it is both. She stated service is critical to retention, and it should be valued more; and, we need to define it more clearly. She stated surveys could look at satisfaction around service and its impact on research engagement. She also noted the opportunity to be in leadership positions that are visible are fewer when the invisible positions are taking up so much time.

p. Elizabeth Johnson thanked Commissioners for their time and discussions.

V. Updates from the co-chairs from Hillary Fouts
a. Hillary Fouts has been working with Vice Chancellor Carilli in Student Life for the AAUW. They have nominated Morgan Hartgrove for a student scholarship. Hillary Fouts shared some of Morgan’s leadership activities.

b. Status of Women Report. Hillary Fouts discussed working with Chancellor Davenport and the Provost’s office to review the report and recommendations. Some of the recommendations are underway (e.g. the mentoring program for faculty). They are now looking at service components. She noted the collaboration with the Provost’s office has been lucrative and a supportive experience.

i. Matthew Theriot stated a leadership group is meeting tomorrow to discuss Elements, a survey on satisfaction. They are hoping to generate reports that are distinguished by various demographics.

ii. Hillary Fouts noted our findings can support the faculty senate as well, particularly our findings regarding promotion from associate to full professor. She discussed her experiences speaking with faculty about promotion; she stated a common question is how to motivate associate professors to go up for full. She noted increased transparency could help in the process.

c. Hillary Fouts discussed opportunity to chair or co-chair the CFW for the 2018-2019 academic year, as she and Lisa Yamagata-Lynch will be stepping down in May 2018. She has not heard from anyone on potential interest yet. She discussed the importance of the position to be rotating to ensure diversity of voices. She noted wanting the Commissions to continue being active and engaged in diverse efforts on campus, so diverse voices are needed. She encouraged those interested to please talk to her; she will share her experiences candidly. Co-chairs are a possibility, and she is happy to serve as a mentor for the position.

VI. Updates from committees
a. Awards committee is organizing and will begin reviewing nominations in the coming weeks.

b. Events committee. Hillary Fouts noted the need to start gathering events for Women’s History month in March. She discussed the possibility of the CFW hosting a pop-up event. She encouraged Commissioners to share other ideas.

c. Safety committee has nothing to report.

d. Work-life balance committee. Jenny Ward reported they have shared their findings from their report with the CFB. She is waiting for feedback from the CFB. Jenny Ward stated general reactions are themed around questions about
child care. They intend to share the report findings with the CFLGBT and CDI as well. Then, they hope to distribute models of action to address the relevant issues.

i. Lisa Yamagata-Lynch noted their work on graduate student modified leave is underway. She will report back at the CFW March meeting.

e. Equity committee and Women in Leadership committee have not met.

VII. Updates from other groups

a. Ashely Blamely reported on behalf of the Title IX office. They received a 92% response rate on the feedback survey from the training they facilitated in the fall. More succinct training next time was a major request. Training will be offered every other year, and it will not be a mandatory training. Any employee can participate. Their annual report will go out at end of February.

b. Faculty senate. Beauvais Lyons reported Play it Out will feature sketches on dialogue. It is a pilot program modeled from other successful programs, such as Michigan State. They are looking at ways for how this can be a tool to teach soft skills, better communicate, better empathize, and ultimately start changing our culture.

c. Commission for LGBT People. Nancy Thacker reported they have created a LGBTQ faculty and staff survey based on findings from the open forums that were held in the fall, which will be distributed in a few weeks.

d. Commission for Blacks. Barbara Thayer-Bacon reported the last meeting was focused on discussions about recent messages painted on the rock. The next day, Chancellor Davenport issued a statement. The CFB have formed a committee to help with communication, but they are still evaluating their role as an advisor to the Chancellor. There is some difficulty in wanting to provide support but also wanting administration to be more proactive without support.

i. Hillary Fouts noted the co-chairs recent lunch with the Provost last week. The co-chairs discussed the length of time it took to make a statement.

VIII. Adjourn