Commission for Women  
Meeting Minutes  
April 5, 2018


I. Welcoming discussions with Chancellor Davenport  
   a. Matthew Theriot reported the Provost’s office will be hosting a leadership workshop for underrepresented faculty on May 5th.

II. Hillary Fouts facilitated Approval of Minutes  
   a. Approved, with one abstention  
   b. Rachel Chen has been voted as the new CFW chair for the 2018-19 academic year.

III. Welcome from Hillary Fouts  
   a. Hillary Fouts expressed gratitude for Chancellor Davenport’s commitment to diversity. Her vision and willingness to listen to diverse people across campus are much appreciated.

IV. Discussion and Questions for Chancellor Davenport  
   a. Are there any issues you are aware of that the CFW is not addressing?  
      i. Chancellor Davenport noted only 27% of college presidencies are held by women. The issue of women in leadership continues to be a problem. She noted struggling with the purpose of the Commissions. She hopes to hear what our goals and purpose are.  
      ii. Chancellor Davenport discussed her previous experiences at Purdue University where she helped start a center for the development of women leaders. The goal at Purdue was to increase the capacity of women in leadership positions and increase interest for women to pursue leadership positions. They explored what would it take for women to hold leadership positions. They collaborated with other groups to partner in efforts to build alliances across campus and extend their networks. They also developed awards for distinguished women’s scholars; the winners would return to the University to discuss their career accomplishments. The awards were not only a way to highlight women’s achievements, but also increased women’s visibility by keeping record of women scholars across campus. She noted believing this was a key pathway to get women into leadership positions, because Chancellors and/or Presidents almost always have a scholarly career before reaching their administrative positions. She stated she would like to see a more refined purpose of our group that may work towards the development of women leaders. She would like our campus to know more about women’s research and the diversity of scholars UT produces.
iii. Chancellor Davenport also discussed her experiences interacting with women in staff member positions, noting they are often tied to their desks all day. The CFW can also focus on advocating for women who do not have as much autonomy over their work life.

b. Lisa Yamagata-Lynch discussed her role in leadership groups, STRIDE among others. She has asked men in those groups what has led them to their leadership position. She stated their responses are often related to someone tapping them on the shoulder and offering them an opportunity. She questioned if there needs to be more strategic tapping on women’s shoulders due to the historical norm for women to feel uncomfortable speaking up. She recognized an award would create visibility, so she asked, how do we propel from there?

i. Chancellor Davenport responded that she imagines the men who said they were tapped, were more than likely people who have spoken up and been noticeable to then be tapped. Leadership is about expression. She noted the program at Purdue brought this issue to the table. The program offered insight and trainings about the ways in which you can express yourself for leadership, to be seen by others in ways they are looking for. Leadership is not about being quiet. There is a need to speak up. She noted the literature has supported these notions, that leadership it is about expression.

c. Hillary Fouts discussed the issue of leadership from a systemic point of view. She noted the CFW’s collaboration with other groups to explore invisible labor, service burdens. She agreed it could be that women need to express more, but she noted women are also tapped so often for service activities. She noted, from an equity lens, women are being stretched so thin that it can impact leadership interest and position. The CFW created a report about faculty promotion, and we found the saturation of service was overwhelming. We are continuing to address this issue, collaborating with others to bring in a speaker to discuss invisible labor during Fall 2018. She noted believing that we can address equity around roles and service.

i. Chancellor Davenport responded this issue is a double-edged sword. She discussed her own experiences engaging in an overwhelming amount of service. She noted we can take on service because it is rewarding. We need to be better at partitioning off tasks. She also noted that the idea to award service equally with research and teaching is not feasible.

1. Hillary Fouts responded our intent is not to count service equally, but we hope to uncover how we might create boundaries. Specifically, developing strategies to set those boundaries is what we feel is needed.
2. Chancellor Davenport responded that she understands. She stated remembering volunteering to do service more so than being asked. She learned to advocate for what she could and could not do. It is a challenging topic.

ii. Chancellor Davenport asked if commissioners are asked to do more service.

1. Hillary Fouts responded yes, mostly with committee work.
2. Matthew Theriot noted that faculty of color are over tapped.
a. Chancellor Davenport agreed the burden for faculty of color is enormous. She also noted diversity is beyond race. Other areas of diversity such as geographic region, family background, SES, area of expertise/school background, among others all contribute to the issue.

3. Lisa Yamagata-Lynch discussed her experiences being called to be on a committee as a woman of color, and her department head at the time requested that she checked with Jenny Richter to ensure she diversified the committee as they would have hoped. So, she noted that diversity across committees may look different depending on context.

4. Chancellor Davenport stated she recognizes the burden, but also noted the flip side of candidates wanting to see people who look like them.

d. Hillary Fouts opened the floor for discussion.

e. Chancellor Davenport asked if we could discuss our purpose and goals for action.
   i. Hillary Fouts responded that our goals set at the beginning of each year. Our focus shifts year to year depending on need.
   ii. Lisa Yamagata-Lynch noted our goals often come from discussions among members. Members of the CFW are asked to collaborate with other groups across campus as well. One of our goals for this year has been to examine modified duties for graduate students after the arrival of a child. We often end up with recommendations for programming or policy that is beneficial to our campus community.
   iii. Jenny Richter noted the CFW sparked the student-faculty relationship policy that is now a part of the faculty handbook. So, the CFW purpose and work can have lasting impacts.

f. Chancellor Davenport asked how we create our goals each year.
   i. Hillary Fouts responded that we listen to groups across campus, and we brainstorm amongst our members. She discussed different foci across commissions. The CFW focus is often on policy, CFB on events, and CFLGBT on students. We look at ways we might make recommendations. Some take hold and develop, and some do not. The outcome of our work is often not directly tied to the CFW anymore, because we collaborate with other groups such as the Faculty Senate and Human Resources.
   ii. Commission member noted that faculty, staff, and students are on the CFW. She stated this increases visibility of all people on campus and makes collaboration worthwhile.

1. Hillary Fouts agreed, stating this is one of our strengths. Status on campus does not matter in our group. She noted the CFW is rewarding to serve on, because there is opportunity to think big and end up having meaningful impact for our campus community.

g. Chancellor Davenport thanked everyone, that was helpful clarification.

h. Rachel Chen discussed her experience when she first joined the CFW in 2011. They advocated for maternity parking spots and lactation rooms in buildings across campus.
i. Hillary Fouts noted discussions from women across campus about their experiences led to effective collaboration to make changes. However, there are still buildings across campus without lactation rooms.
   1. Jenny Richter noted the policy as it stands can accommodate women needing a lactation space, but designated rooms are not in each building.

ii. Chancellor Davenport stated being surprised, and noted she can help ensure new buildings have a lactation room. She asked where information about lactation rooms can be found.
   1. Facility services has a map of rooms across campus.

iii. Ashley Blamey discussed her experiences with students in need was to find an office space or other closed location for students in their building. The students would ask their faculty, and often the faculty would not know where space was available.
   1. Robyn Brookshire noted the office workers in each department need to know where space is available since faculty may not have that knowledge.

i. Hillary Fouts summarized that the CFW issues and goals range and shift over the years depending on need.

j. Rachel Chen noted highlighting of women scholars as Chancellor Davenport did at her previous institution would be something we can do here at UT.
   i. Chancellor Davenport agreed. She stated students, alumni, and the campus community as a whole need to see women leaders, researchers, scholars. She thinks a program that highlights women is needed. She said she would financially support a program/award if we would start it. She discussed a potential name for award, the Amelia Award. She discussed Lola M Schaefer’s story of Amelia Earhart that highlighted the research of a UT anthropology professor. She noted we can use the name Amelia as a connection to a UT professor who contributed to important research about Amelia Earhart. She noted the CFW can decide what the criteria for the Amelia Award would be.
   ii. Barbara Thayer-Bacon noted we have many women who have done remarkable things. Lillian Johnson, a former faculty member at UT, has been a social justice advocate since civil rights movement; she is also a notable figure who donated land to the Highlander.
      1. Chancellor Davenport responded we can create many awards named after remarkable women who have come from our UT community.
   iii. Lisa Yamagata-Lynch stated our awards committee has discussed creating new awards, so her advice is well timed.
   iv. Rachel Chen suggested awards in honor of Pat Summit, a legendary figure in women’s athletics, and Chancellor Davenport, our first woman Chancellor.
      1. Chancellor Davenport responded she would not like an award to be named after her, though she appreciated the offer. She stated we will have to wait until she is no longer the Chancellor.
k. Thank you to Chancellor Davenport for joining us.

V. Adjourn