

**Commission for Women
Year End Report
2014-2015**

Taken from the [2014–2015 DIVERSITY IMPACT REPORT](#)

2014-2015 PRIORITIES

Our top priority for the year was making sure the policy on student-faculty relationships that was initiated by the CFW last year would move forward through the Faculty Senate and be included in the body of the most recent Faculty Handbook. The policy, after several revisions, has been approved and will appear as policy in the current Faculty Handbook.

A second priority was to support the call for more family-friendly, gender-neutral restrooms initiated by the Commission for LGBT People. Upper administration has made a commitment to include family friendly, gender-neutral restrooms in all new facilities as well as consideration of inclusion in renovation projects. The CFW also pushed for greater visibility on maps and university guides for these newly designated restrooms as well as for lactation rooms. The CFW appreciates the commitment to increasing the number of lactation rooms on campus.

A third priority was to engage student involvement within the CFW more effectively. A student Caucus was formed and met regularly to determine what issues were of most importance to them. The CFW also supported student commissioner Mallory Ladd's organizing UT's first annual Women in STEM Research Symposium, focused directly toward graduate and undergraduate students.

A fourth priority is to recognize exceptional achievement by women at UT through the Angie Warren Perkins Award and the Notable UT Woman Award, both presented at the Chancellor's Honors Banquet. The CFW will also continue to sponsor, through funding provided by the Chancellor, outstanding women to apply for and to attend a Higher Education Resource Services Institute, thus advancing potential leadership possibilities on campus for those women.

A fifth priority is to draw attention to Women's History Month through a variety of events that would appeal to a broad audience of students, faculty, and staff. This year CFW focused specifically on events featuring women in STEM fields and women in the visual arts. Both sets of events drew significantly upon graduate student participation in addition to faculty engagement.

All of these priorities address the University's desire to attract and retain diverse undergraduate students, graduate students, and faculty. They also address the continued need for promoting a welcoming environment for all on the UT campus, increasing awareness across campus of issues of particular concern to women, and advancing women into leadership positions on campus.

CHALLENGES

The greatest challenge for the CFW in recent years has been recruiting members and chairs. The CFW advertised a call through Tennessee Today in late spring that elicited a large number of staff and faculty applications. Students currently on the CFW also nominated several students who wish to actively participate in the CFW. Next year the CFW will be co-chaired by Mary Papke and Hillary Fouts, with Fouts scheduled to take over as chair the following year. Aggressive recruitment will be key to keeping the CFW representative of all women's concerns on the campus. On a campus level, higher administration also needs to help recruit outstanding women to UT through more Governor's Chairs held by women, as well as more leadership positions staffed by women, particularly women of color, and by the positive celebration of women from the university's history through the naming of buildings or rooms after these women pioneers.

NOTABLE ACHIEVEMENTS

Some achievements have already been listed in the Priorities section. Along with the other Commissions and Council, the CFW has advanced the inclusion of family friendly, gender-neutral restrooms in all future building plans and renovations, as well as the inclusion of lactation rooms and the public advertising of the availability of both on campus. The CFW presented two awards to two outstanding women at the Chancellor's Honors Banquet, bringing to the attention of the campus and the public the important work that both staff and faculty women do: the Angie Warren Perkins award to Deborah Welsh, head of the Department of Psychology, and the Notable UT Woman of the Year award to Ann Robinson-Craig, director of budget, College of Arts and Sciences. The student caucus within the CFW proved to be a fertile ground for determining and addressing issues of concern to the upper administration. The CFW also supported the first STEM Symposium aimed toward women on the UT campus, made possible through the hard work of commissioner Mallory Ladd.

LOOKING FORWARD

The CFW will continue to monitor issues related to sexual misconduct and work with administration toward the implementation of new policy on faculty-student relationships. The CFW will also continue monitoring the administration's commitment to increasing the number of family-friendly, gender neutral restrooms and lactation rooms on campus. The CFW remains concerned about maternity/family leave policies as these are currently implemented (or in the cases of graduate students are nonexistent). The CFW continues to monitor the impact of the removal of the Lady Vol designation on women in athletics, on the university, and on community relations. The CFW would also like reports of salary comparison between male and female workers (staff and faculty) to be reinstated and shared with the campus community. With the help of new leadership, the CFW hopes to follow through on plans to pursue broader connections, first with Tennessee schools that have commissions similar to the CFW and then with those SEC schools that also pay special attention to gender issues through a commission, organization, or office.

CONCLUSION

The CFW remains ever engaged with, devoted to, and vigilant concerning the status and treatment of all women on the UT campus.