

Commission for Women
End of Year Report
2017-2018

Co-Chairs: Hillary Fouts & Lisa Yamagata-Lynch

The Commission for Women is appointed by the Chancellor to advise on the planning, implementation, and evaluation of university programs, policies, and services designed to improve the status of women on the Knoxville campus of the University of Tennessee. Its main purpose is to cultivate a welcoming and inclusive campus environment with special attention given to the needs of women.

2017-2018 Accomplishments

The Commission examined parental leave policies, benefits and services, and modified duties for graduate students for the arrival of a child. This involved examining our peer institutions' policies regarding modified duties as well as collaboration with the UTK Graduate School. This resulted in a deeper understanding of the circumstances and options for our students. In the coming year, we will continue efforts to increase visibility of graduate students' options.

The Commission's Work-Life Balance Committee examined child-care, elder-care, and other work-life balance issues and created a summary report. They shared their findings with the Commission for Blacks and LGBT People and are gathering feedback.

The Commission collaborated with the Commission for Blacks, Commission for LGBT People, Council for Diversity and Inclusion, and the Provost's office in efforts to increase visibility of invisible labor experienced by underrepresented faculty and staff at UTK. The Commission for Women is currently inviting speakers in collaboration with the Provost's office to visit our campus next year.

In collaboration with the Provost's office, the Commission supported the development and implementation of a new peer mentoring program for faculty. Several commission members took an active role in the program.

The Commission nominated two UTK women leaders to participate in the Higher Education Resource Services (HERS) leadership training program in 2018-2019. They received support and sponsorship from the Chancellor's office. The awardees were Drs. Alison Buchan and Mary Lucal.

The Commission solicited nominations to honor outstanding women for the Angie Warren Perkins Award and Notable UT Woman Award. Awards were presented at the 2018 Chancellor's Honors Banquet to Dr. Jamie Coble, Angie Warren Perkins Award winner, and Drs. Mary Papke and Bonnie Ownley, Notable UT Woman Award winners.

In collaboration with the Chancellor's office, UTK joined the American Association of University Women (AAUW), and Commission co-Chair Hillary Fouts served as our campus

representative. Through this affiliation, we took the opportunity to nominate an undergraduate student for the AAUW scholarship in collaboration with the Division of Student Life. Maddie Stephens was awarded a scholarship by the AAUW-TN branch to attend the National Conference for College Women Student Leaders (NCCWSL) at the University of Maryland, College Park. In the next year, the Commission will continue to support our campus membership with AAUW and pursue opportunities to support the professional development of UTK women leaders.

The Commission supported four women members of the Women in Higher Education in Tennessee (WHET): Rachel Chen, Stephanie Metz, Marla Roberts, Cynthia Polk-Johnson. Commission co-Chair, Hillary Fouts, served as the primary UTK liaison for WHET.

The Commission hosted multiple speakers throughout the year. Speakers included Bobbie Scull and Deb Marshall from PEO International; Dr. Elizabeth Johnson, CEHHS faculty senate president; and Natalie Ivey, Director of Advocacy and Outreach with the Community Coalition Against Human Trafficking (CCAHT).

Plans for 2018-2019 [prepared by Dr. Rachel JC Chen, Chair of CFW]

- ✚ Restructure the Notable UT Woman Award rotating categories
- ✚ Revise CFW by-laws
- ✚ In collaboration with the Chancellor's office and the Provost's office, the Commission will continue to support and host multiple speakers throughout the year
- ✚ Celebrating Women's History Month: ideas and implementations