Commission for Women
Meeting Minutes
October 11, 2018

Attendance: Rachel Chen, Jamie Coble, Kiley Compton, Melissa Grant, Megan Haselschwerdt, Joan Heminway, Catherine Luther, Bonnie Ownley, Zoie Mull, Jennifer Webster, Deborah Welsh, Lisa Yamagata-Lynch, Misty Anderson, Joel Anderson, Jennifer Richter, Shea Kidd Houze, Caitlin Lloyd, Abby Sherman

I. Call meeting to order: The meeting was called to order at 12:02 pm by Rachel Chen, Chair.

II. Various Updates

a. Faculty Senate Update. Misty Anderson (President of Faculty Senate) announced that the senate has been busy with issues related to post tenure review, and there will be a vote coming up about it. Misty announced that looking ahead there will be new General Education Curriculum standards that will be unfolding. Faculty Senate is also working on strategies for positive media representations of faculty. Alumni surveys show that among alumni identify professors and the quality of their education as a strong positive about UT, but public perception of faculty does not match this enthusiasm. The Senate is working with cinematography students on social media-ready PSAs. Additionally, the senate will work with CFW’s Equity standing committee on salary studies.

b. Commission for LGBT People (CFLGBT). Joel Anderson (co-Chair of CFLGBT) reported that the Pride Center is a priority for the commission. Today (Oct. 11) is National Coming Out Day. The commission recently submitted a report to the Interim Chancellor about gender neutral bathrooms, and how to bring neutral signage back to campus. The commission is reviewing the campus climate survey, and how to put the Princeton Review report in better context.

c. Commission for Blacks (CFB). Rachel Chen and Misty Anderson reported the CFB is working on engaging in research about students and faculty. Additionally, Jioni Lewis has national data on how we are serving people of color in Tennessee. The commission will look into how the University can hold ourselves accountable to people who are not being served.

III. Introductions - CFW Web site

a. Updated website tour. Rachel Chen toured the website for members. She announced there is now a Commission for Women Members page. Requested members to check information about themselves and ensure that their name, title, and photo are accurate. On the CFW webpage, standing committee page lists all committees and members. There is a page for donating money to Notable Women Award and Angie Perkin’s Award. Rachel encouraged commissioners and CFW friends to consider making donations to CFW.
IV. Approval of minutes of September 2018 meeting
   a. Approval of Minutes. Rachel Chen requested further corrections from members. There were no corrections, and the minutes were approved.

V. Chair Report
   a. Bylaws
      i. Rachel Chen announced CFW members voted on changes to the bylaws and they were approved. The bylaws were then sent to the Chancellor who reviewed and added minor modifications regarding who reports to whom, and administrator titles that had been updated recently. With these modifications, the Chancellor approved the bylaws.
      ii. Vice Chancellor for Advancement. Rachel Chen has scheduled a meeting to meet with the Vice Chancellor for Advancement re: establishment of the Commission for Women Excellence Fund. Rachel will provide an update on progress in the next meeting.
   b. HERS applications
      i. Rachel Chen announced there are 5 applicants and the review committee is in the process of review.
   c. AAUW of TN undergraduate scholarships
      i. Rachel Chen sent the Call for Nomination re: AAUW of TN undergraduate scholarships to CFW listserv one month ago. Rachel asked commissioners to nominate notable undergraduate students for these scholarships. Rachel will forward the scholarship information to the Women’s Coordinating Council and Center for Student Engagement.

VI. Standing Committee Reports
   a. Awards
      i. The committee is responsible for Notable Women and Angie Perkins Award. (no report)
   b. Equity
      i. Bonnie Ownley reported this subcommittee has not met yet, but is currently working on identifying meeting dates for the year. The standing committee will review faculty equity issues, but have heard there are issues with staff, as well as with GRA salaries. The subcommittee will examine Lou Gross’s 2007 and 2018 salary reports. In addition to the equity report, the committee will review the Sibson Report that the University conducts every year.
   c. Events and Communications
      i. This committee will be working with all standing committees to plan and host events using the formats of workshop, summit, panel, forum, round table discussions, and/or poster exhibitions. During Women’s History Month and throughout the year, themed topics may include pursuing leadership roles, negotiation, equity, sexual harassment prevention, work and life balance, and others. Also, ‘Shout-Out’ moments to thank influential women in individual’s life through posting a thank you note on the CFW website.
d. Professional Development/Mentoring
   i. Joan Heminway reported the committee met once. They brainstormed possible events such as: interactive campus conference related to women’s leadership and mentoring and interactive book discussion events. The committee also discussed WomEngineers, and whether it could be scaled up for a wider campus audience. The committee also discussed campus searches, and rules related to posting or not posting a job opportunity. The committee also discussed the possibility of creating Professional Development Champions. They also discussed how programs can be sustained over time. Finally, they discussed potential overlap and duplications, where there are many initiatives on campus that are redundant re: professional development.

 e. Safety Advisory
   i. Catherine Luther reported the committee had a productive meeting; they will share further detail at next CFW meeting.

 f. Work and Family Committee
   i. Jenny Ward reported the committee has not met yet, but they are very curious about how the NSF ADVANCE Grant will affect past work by the committee. They will work to identify duplications if any and focus the subcommittee efforts for the year on matters that are not addressed by other units at UTK.

VII. Adjourn. Rachel Chen adjourned the meeting at 1:05 pm.

VIII. Next regularly scheduled meeting: Thursday, November 1, 2018, at 12 pm on the 6th floor of Hodges Library, room 605.

Minutes submitted by: Lisa Yamagata-Lynch