Commission for Women
Meeting Minutes
April 4, 2019

Attendance: Rachel Chen, Jamie Coble, Kiley Compton, Hillary Fouts, Joan Heminway, Catherine Luther, Bonnie Ownley, Marla Roberts, Abby Sherman, Melissa Smith, Deborah Welsh, Lisa Yamagata-Lynch, Misty Anderson, Jasmine Kreig, Thura Mack, Jill Zambito, Julie Roe, Symantha Gregorash, Matthew Theriot, Nancy Thacker

I. Welcome and introductions from commissioners

II. Approval of Minutes

III. Update on 2019 CFW Chancellor’s Honors Award winners
   a. Rachel Chen reported the 2019 Notable UT Woman Award winner is Monica Anderson. The 2019 Angie Warren Perkins Award winner is Dr. Allison Buchan. Both women will be awarded at the Chancellor’s Honors Banquet on April 16, 2019.

IV. Voting item – new award proposal, Rising UT Woman Award.
   a. Hillary Fouts noted the new award is proposed in part to fill a gap in our existing awards’ criteria by recognizing women students and early career staff. The criteria mirror the Notable UT Woman award, but it considers research areas beyond gender. Hillary Fouts noted the committee wanted to recognize women across fields and research areas. Hillary Fouts shared the following award description and criteria with commissioners:
      i. Description: This award recognizes a woman in the early stages of her professional path who has made great strides in her area and shows exceptional promise for future accomplishments. Each year, the award rotates between four categories: undergraduate students, early career staff (exempt and non-exempt, below the level of Director), graduate students, and early career faculty (non-tenure track and tenure-track faculty at the level of Assistant Professor or Lecturer or equivalent).
      ii. Award criteria/attributes: (1) A woman who is outstanding in her area or field of study, and (2) A woman who has made significant impacts on the University or the broader community and shows great promise for future impacts.
      iii. Nomination materials: Completed nomination letters and a current CV/resume of the candidate should be submitted by email to (Commission for Women Chair or designee). Nomination letters should include the name of the nominator, department, e-mail address, and phone number.
      iv. Proposed award amount: $500 – 1,000/per awardee.
   b. Lisa Yamagata-Lynch noted the committee was intentional about inclusive language.
c. Joan Heminway discussed the rotation of criteria may present missed opportunities for women to be awarded in the early stages of her career, as many outstanding women may be missed due to high numbers of applicants. She suggested we may revisit the award criteria in a few years, after the award is awarded through a full rotation of its four categories. She also noted if our budget increases, and with evidence of large numbers of applicants, we may be able make the case to add more awards.

i. Hillary Fouts responded these are good suggestions. She discussed some hesitancy with only presenting one new award, as we already have two awards and other commissions do not exceed two awards. However, it is something to consider for the future. Hillary Fouts stated we might also be able to provide an award from the CFW outside of the Chancellor’s banquet.
   1. Joan Heminway noted the awards and events committee might consider a CFW sponsored award and event for next year.

ii. Bonnie Ownley asked can we not be bold and ask for more awards?

iii. Kiley Compton asked if it is asking for more awards or more recipients of the existing awards?
   1. Hillary Fouts noted we may increase recipients, but we are unsure about funding to support more winners.
   2. Rachel Chen noted she has requested an additional $4000, where we may be able to award all four categories each year. She also has asked for to increase the monetary value for our two existing awards. In addition, the CFW excellence fund may support CFW sponsored awards, if we wanted to add those in the future. Rachel Chen asked commissioners their thoughts about the $4000 request.
      a. Commissioners agreed the amount is an appropriate request.
   3. Misty Anderson stated support for increasing the number of awards. She noted throughout the Chancellor’s Honors, faculty awards are fewer than student awards. She discussed the advising and teaching awards supported by teaching and learning innovation sponsors. The number of applicants is high every year, so there are many great candidates who cannot be awarded due to few opportunities. She noted the CFW may assist in balancing the number of awards out.

d. Hillary Fouts asked, in terms of voting on the proposal for the Rising UT Woman Award, would commissioners be comfortable amending criteria language to state: “the award recognizes four categories and up to four awardees.” Commissioners agreed the language edit will be more inclusive and appropriate for voting today.
   i. Commissioners discussed historical numbers of nominees for our existing awards—data which may be presented to administration as justification for increasing award numbers in the future.
   ii. Symantha Gregorash noted considering all four categories each year is beneficial from a student’s perspective, because the four year cycle would disadvantage first year women students.
iii. Joan Heminway suggested, in terms of funding, it would be beneficial to create a committee to enhance the CFW excellence fund. Fundraising to ensure sustainable funds may be important.
   1. Hillary Fouts noted the online system to donate to the CFW Excellence fund is unclear. The CFW website would be improved with a direct link to donate electronically.
   2. Catherine Luther agreed with Hillary Fouts.
   3. Melissa Smith will connect with Nancy Thacker to create a link to donate electronically.
iv. Abby Sherman noted we might consider asking awardees for testimonials, particularly in how the award helped recipients in their professional work.
e. Rachel Chen called for a motion to vote on the addition of the Rising UT Woman Award.
i. Approved unanimously

V. Recap from Women’s History Month
   a. Rachel Chen thanked commissioners for their support throughout Women’s History Month. Thank you to Matthew Theriot and the Office of the Provost for support as well. Rachel Chen asked each committee to highlight their sponsored Women’s History Month event.
   b. Catherine Lucal reported the safety committee facilitated the “RBG” screening. She noted it was a small gathering, but the discussion was fruitful and expanded beyond the scope of the film.
   c. The work and family committee sponsored a mindfulness workshop. Thank you to Jenny Ward for organizing.
   d. Joan Heminway reported the professional development committee facilitated the panel event, Empowering Women to Deal with Unit-Level Conflicts. Around 60 individuals attended. Joan Heminway noted early feedback indicated people want more of these discussions. She suggested the committee might consider further breakout sessions or developing future programming in collaboration with Provost’s office for the 2019-2020 academic year. Some questions from audience members included issues around intersectionality, staff experiences, and differences in conflict resolution among early career individuals. Joan Heminway noted the event was a good idea generator. Some requests for improvement included ensuring microphone support, diversifying panelists, including panelists with research backgrounds on conflict resolution, and considering range gender dynamics across conflict issues. Commissioners also discussed the possibility of recording the event, but considerations for safety must be made.

VI. Julie Roe reported Human Resources is accepting applications for two new programs. The first program, UConneC'T, is designed for non-exempt staff. The program will include a cohort model, monthly 3-hour meetings over 2019-2020 academic year, and opportunities to cultivate talent, development partnerships, network, and learn about broad array of topics related to leadership and success in the workplace. She shared eligibility details with commissioners. A reminder call for applications will be sent, and applications are due on May 15th. The second program, UT Inclusive Leadership
Academy (UTILA), is designed for exempt staff and faculty. This program will include a cohort model, and four meetings will take place in Fall 2019. The program will focus content specifically around diversity and inclusion, and Human Resources is working with Tvyi Small on curriculum. A spring session will also be available for intact departments or units, this may include a mix of exempt and non-exempt staff and faculty. More information will be shared in a call via email. Applications for UTILA are due May 20th.

VII. Bonnie Ownley shared an update from the equity committee regarding the gender salary analysis.
   a. The analysis is underway. Two groups are included in data set: non-tenured tenure track faculty and tenured tenure-track faculty. Gender, race, rank, department, and college are included in the data set. The data is anonymized, but they will be able to tie back information to specific variables. UTIA will conduct a separate analysis to examine appointment (i.e., research, teaching, or extension). She noted most of the analysis will be complete in May, and she will bring preliminary findings to our May meeting. She suggested the CFW might recommend to administration that OIRA conduct the analysis annually. She also noted John Zomchick, Provost Manderscheid, and Tim Cross from OIRA have been consistently to ensure we have the data we need.
      i. Hillary Fouts stated the CFW sends an annual report to the Chancellor each year, and we might include a recommendation for annual analysis there.
      ii. Rachel Chen noted we can invite Provost Manderscheid to visit one of our upcoming meetings to hear results from the report; or, we may plan a fall meeting around the report if that would be more beneficial. Rachel Chen stated intent to talk about outcome, evaluation, and resolutions. She also noted the Equity Committee may meet in the summer to discuss progress as well, and Rachel will request meetings with Provost Manderscheid and the new Chancellor.

VIII. Adjourn