

# The University of Tennessee Chancellor's Commission for Women 2018-2019 End of Year Report

Chair: Dr. Rachel J.C. Chen

The Commission for Women (CFW) is a body appointed by the Chancellor of the University of Tennessee (UT) to advise on the planning, implementation, and evaluation of university programs, policies, and services designed to improve the status of women on UT's Knoxville campus.

## Executive Summary

### 2018-2019 Accomplishments

- ✚ 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. With these modifications, the Interim Chancellor Davis approved the revised bylaws.
- ✚ CFW newly established a Commission for Women Excellence fund, with a \$2000 donation as a starting base. There is flexibility in how the CFW may use the funds. The purpose of this CFW Excellence Fund is to provide resources for the following: Women's leadership development opportunities that would send undergraduate or graduate women to leadership development conferences; Scholarships for undergraduate students; Fellowships for Distinguished Women scholars/faculty; Funding for a series of Women's Lectures; and Other initiatives that would provide opportunities to empower women and enhance women's education.
- ✚ The Commission nominated two UTK women leaders to participate in the Higher Education Resource Services (HERS) leadership training program in 2019-2020. They received support and sponsorship from the Chancellor's office. The awardees were Drs. Lisa Yamagata-Lynch and Kate Jones.
- ✚ The Commission solicited nominations to honor outstanding women for the Angie Warren Perkins Award and Notable UT Woman Award. Awards were presented at the 2019 Chancellor's Honors Banquet to Dr. Allison Buchan, Angie Warren Perkins Award winner, and Monica Anderson, Notable UT Woman Award winner.
- ✚ The Commission voted to approve a new award proposal, the Rising UT Woman Award. 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. This newly established award aims to recognize women across fields and research areas.
- ✚ November 7<sup>th</sup>, 2018 Panel Discussion on Equity, Sexual Harassment Prevention, and Bully-Free Workplace. Dr. Mary Lucal, Jenny Richter, and Ashley Blamey served as panelists. The purpose of the event was to discuss strategies to address issues surrounding sexual harassment and bullying in the workplace. Rachel Chen crafted a feedback report, which was shared with panelists, members of CFW, the Provost, and Interim Chancellor Davis. This panel discussion yielded follow up discussions and events for other groups on campus.

- ✦ The Commission hosted multiple events throughout the year and especially throughout the Women's Month. Great Women wear Orange, a poster exhibition event to highlight 12 notable women (March 4 – March 15); a mindfulness workshop on March 11th; Empowering women event on March 29th; and RBG screening and discussion on March 7<sup>th</sup>. The CFW supported the Women in STEM: Pipeline symposium March 26-27th.
- ✦ CFW invited representatives to visit CFW and made a timely progress of building positive partnerships among various constituencies including the University Women's Club, American Association of University Women (AAUW)/TN and AAUW in Knoxville (Anne Loy, the past chair), UTK's women's leadership group and past-HERS recipients group (Dr. Dixie Thompson), and the UTK's Teaching and Learning Innovation Center (Dr. Matthew Theriot and Alyssa Garbien).
- ✦ The CFW assisted in recruiting applications and nominations of AAUW of TN undergraduate scholarships through the CFW listserv. Two undergraduate students from UTK were accepted and approved by AAUW of Tennessee.
- ✦ In collaboration with other commissions and groups, the CFW hosted 'Paint the Rock' event held on December 5<sup>th</sup>, 2018. The Commission supported the United at the Rock event held on February 20<sup>th</sup>, 2019.
- ✦ The Commission compiled the GA, GTA, GRA, and staff leave policies of current and peer institutions; communicated with Faculty Senate's Benefits & Professional Development Chair to discuss non-tenure track faculty leave and exempt/non-exempt staff leave issues; and documented similar institutions, including two in Tennessee.

## Plans for 2019-2020

- ❖ The CFW Equity Committee will continue to work with OIRA to further develop a model analysis to address faculty salary equity. The next step will be to examine pay differences at the department level for all colleges for all tenure-line faculty. This analysis should be conducted annually and provided to Provost Manderscheid and Chancellor Plowman for distribution to deans and department heads. Following completion of the tenure-line model analysis, we expect to work with OIRA to develop a new model to address gender pay gaps for all full-time non-tenure-track faculty.
- ❖ The CFW Events and Communications Committee will keep working with all standing committees to plan and host events using the formats of workshops, summits, panels, forums, round table discussions, and poster exhibitions during Women's History Month and throughout the year.
- ❖ The CFW Professional Development and Mentoring Committee will strengthen connections among the Chancellor's commissions, with the Faculty Senate and staff groups; and keep generating ideas and providing opportunities to empower women and enhance women's professional development & education.
- ❖ The CFW Safety Committee believes the Commission should consider the following during the 2019-2020 year:
  - Build stronger collaboration with the other campus Commissions.
  - Help the Commission for LGTB People move forward with its Climate Survey.
  - Based on the results of the Climate Survey, assist the campus in taking steps in addressing the issues revealed by the survey.

- Examine the Best Practices of other SEC Schools in what they are doing to address sexual harassment and bullying on campus.
  - Since online sexual harassment and bullying is a growing concern, examine what campus and area law enforcement are doing to address or curtail this problem.
- ❖ The CFW Work and Family Committee will confer with Faculty Senate contacts to make consistent leave recommendations to both the Faculty Senate and Commission for Women.
  - ❖ The CFW Award Committee proposed the Rising UT Woman Award and will implement it in the 2019-2020 year. Here is the award description and criteria:
    - 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). 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. 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. Proposed award amount: \$500 – 1,000/per awardee.

### Commission for Women Standing Committees 2018-2019

\* = Committee Chair

**Chairs Advisory Committee:** Hillary Fouts (past co-chair); Lisa Yamagata-Lynch (past co-chair)

**Awards Committee:** Hillary Fouts\*; Kiley Compton; Marla Roberts; Lisa Yamagata-Lynch

**Equity Committee:** Bonnie Ownley\*; Misty Anderson; Mary Lucal; Jennifer Richter; Deborah Welsh

**Events/Communications Committee:** Rachel Chen\*; Amanda Hand; Caitlin Lloyd; Abby Sherman; Nancy Thacker

**Professional Development/Mentoring Committee:** Joan Heminway\*; Jamie Coble; Mary Lucal; Jennifer Webster; Deborah Welsh

**Safety Advisory:** Catherine Luther\*; Melissa Grant; Megan Haselschwerdt; Rosie Sasso

**Work and Family Committee:** Jenny Ward\*; Teresa Fisher; Shea Kidd Houze; Melissa Smith

Committee Members: <https://cfw.utk.edu/standing-committees/>

## **Commission for Women Equity Committee Report (2018-19) and Plans for 2019-2020**

**Equity Committee:** Bonnie Ownley\*; Misty Anderson; Mary Lucal; Jennifer Richter; Deborah Welsh

OIRA creates an annual faculty salary analysis in the form of a graphical report, where faculty salaries are plotted against years since highest degree. The Provost's Office receives the report and distributes the faculty salary charts for departments to the appropriate college dean, who forwards them to department heads. These charts illustrate how pay varies within a discipline, and its expected changes over time. However, some department heads have indicated that they do not consistently receive the report. In addition, only faculty with instructional positions have been included in the analysis, and some colleges were omitted. This resulted in a much less meaningful report, especially for the Institute of Agriculture. A more comprehensive report was needed that included all tenure-track/ tenured faculty. OIRA agreed to produce the new report, which was supported by the UTK Provost and UTIA Chancellor, the chief academic officers for the University of Tennessee, Knoxville, and the UT Institute of Agriculture, respectively.

A preliminary report was produced in April 2019. The data set used for this report included all regular, active tenure-line faculty members, including those in governor's chair positions. Associate and Assistant Deans were omitted from the data set. In total, around 1,200 faculty were included.

OIRA specified a model of faculty salary where the key independent variable was gender, and included controls for college, department, year of receipt of degree, years since highest degree, professorial rank, and functional area (Instruction, Research, and Public Service; IRP). Base salary was converted to a 9-month salary for all 12-month faculty. All salary figures included longevity pay. The model was estimated with ordinary least squares regression.

Results of Preliminary Analysis: After controlling for years of experience, department, rank, and appointment type (IRP), there was some difference between the pay of men and women among full-time, tenure-track faculty. Overall, women faculty make 1.7% less than men faculty (\$2,800 per year); however, this difference was not statistically significant ( $P = 0.07$ ). Because the probability was only slightly higher than 0.05, additional analysis was warranted, and the effect of various factors was examined.

Professorial Rank: There were no measurable differences between the salaries of men and women faculty at the Assistant and Associate levels. However, the magnitude of the gender difference doubled ( $> \$5,600$ ) at the Full Professor rank, where women made 3.6% less than men. Again, this difference did not meet conventional levels of statistical significance ( $P \leq 0.05$ ), but the analysis provides guidance on where subsequent investigations should focus.

Other significant ( $P < 0.05$ ) factors: More years of experience is associated with higher salaries, up to a point, then the effect diminishes; higher rank is associated with larger salaries; Differences (large and small) in pay exist between various departments, but there were no differences in pay based on appointment type (IRP).

Colleges: Faculty data were parsed into 14 colleges or sub-colleges. In five colleges, women had higher salaries than men; within the other nine colleges, men made more than women – these differences were not significant for the most part; however, there were two colleges where the differences were significant, namely the Herbert College of Agriculture, and the College of Law; further evaluations are needed for those units. Bonnie Ownley noted future analyses will be conducted at departmental levels. But, overall, there does not appear to be a systemic issue, which is consistent with previous analyses targeting specific colleges.

Comparison with 2009 data: OIRA conducted a similar analysis with the 2009 data set. Ten years ago, men faculty were making 2.8% more than women faculty. The 2009 salary difference was larger and significant ( $P < 0.05$ ). The results of the 10-year comparison suggest that there has been significant improvement in addressing gaps in salary differences related to gender. This is likely due to intentional efforts to hire and retain a diverse faculty, as well as increased tenure and promotion of women to higher paying ranks.

**Plans for 2019-2020:** The CFW Equity Committee will continue to work with OIRA to further develop a model analysis to address faculty salary equity. The next step will be to examine pay differences at the department level for all colleges for all tenure-line faculty. This analysis should be conducted annually and provided to Provost Manderscheid and Chancellor Cross for distribution to deans and department heads. Following completion of the tenure-line model analysis, we expect to work with OIRA to develop a new model to address gender pay gaps for all full-time non-tenure-track faculty.

### **Professional Development & Mentoring Committee Report (2018-19) and Plans for 2019-2020**

**Professional Development/Mentoring Committee:** Joan Heminway\*; Jamie Coble; Mary Lucal; Jennifer Webster; Deborah Welsh

Our committee began the year with an in-person meeting in September to generate ideas for events and programs for the academic year and beyond. The output from that meeting was shared with the Commission at the following monthly meeting and involved the following general topics:

- Campus leadership program
- Event planning (ideas, including WomEngineers as a model program, and how to best execute on them with a volunteer labor force; finding out more about off-campus events and promoting those)
- Campus high-level searches (including seeking better understandings about posting of notices for those who desire to advance on campus)
- Communication (*effectively* getting the word out about professional development programs)
- Professional Development Champions (modeled after campus Wellness Champions program)
- Sustainability of Programming (continuing what we start)

- Needs Assessment (how to best determine what the campus needs)
- Duplication/Overlap (avoiding this through connections among the Chancellor's commissions, with the Faculty Senate and staff groups, etc.)

Our committee also contributed questions to the Commission's fall panel discussion, and one of our committee members was a panelist. Committee members also contributed several ideas for painting The Rock in December.

After discussion with the Commission's Chair on the possibility of advancing one of several program ideas for Women's History Month, our committee developed and hosted (on March 29) the program described below:

*Empowering Women to Deal with Unit-Level Conflicts*

This "Ask the Experts" panel features several experts on conflict resolution (and, more generally, difficult conversations) who will help the audience and each other explore productive and unproductive ways that conflicts are resolved at the unit level on campus. Both conflict and conflict resolution can be gendered—from a binary standpoint, male and female managers and those they manage may respond differently to verbal and nonverbal cues in addressing conflict in the workplace. How do women navigate those waters as administrators, on the one hand, and faculty or staff, on the other hand? After a brief introduction, panelists will respond to questions posed in advance by members of the campus community as well as questions collected from the audience.

Panelists included Kimberley Eck (ORE), Joan Rentsch (Communication Studies), Deb Welsh (Psychology), and Penny White (Law). This event concluded our committee's work for the academic year.

**Commission for Women's Safety Committee Report (2018-19) and Plans for 2019-2020**

**Safety Advisory:** Catherine Luther\*; Melissa Grant; Megan Haselschwerdt; Rosie Sasso

The 2018- 2019 Commission for Women's Safety Committee was made up of the following individuals: Melissa Grant, Megan Haselschwerdt, Catherine Luther (Chair), and Rosie Sasso. Throughout the academic year, the committee met to discuss how it might engage in activities or initiatives that would assist the CFW in moving forward with its main mission while also collaborating with the other campus commissions. One of the areas that the committee identified early in the academic year was the need to understand better and take action on sexual harassment and bullying on and off-campus that especially impact on the health and wellbeing of our students.

To assist us in our goal of delving deeper into and addressing sexual harassment and bullying issues on campus, the committee first met with UTK's Title IX coordinator, Ashley Blamey. Blamey provided the committee with a better understanding of what her office did and the problems that they often faced. She mentioned that the Commission for LGTB People had reached out to her about a Climate Survey that they were planning and suggested we get in touch with that

Commission to discuss how the CFW Safety Committee might collaborate with their members in designing the survey.

Following our meeting with Blamey, the committee met with Commission for LGTB People co-chair Mitsuru Misawa and Pride Center Coordinator Bonnie Johnson. Both expressed interest in having our committee work with their Commission's committee charged with designing the Climate Survey. We presented Misawa and Johnson as well as other members of the Commission for LGTB draft questions that we believed might assist in revealing the challenges students face in regard to sexual harassment and bullying. That survey is still currently in development.

In March of 2019, as part of Women's History Month, the CFW Safety Committee also planned and executed the screening of the documentary on Supreme Court Justice Ruth Bader Ginsburg (*RBG*). Following the screening a group discussion amongst the attendees and planners took place regarding the film and other associated issues involving women's rights. Although the gathering was small due to schedule conflicts with other campus events, we view the event as having been a success given the feedback we received from those in attendance and the quality of the discussion that took place.

**Plans for 2019-2020:** The following are areas that the CFW Safety Committee believes the Commission should consider during the 2019-2020 year:

- Build stronger collaboration with the other campus Commissions.
- Help the Commission for LGTB People move forward in its Climate Survey.
- Based on the results of the Climate Survey, assist the campus in taking steps in addressing the issues revealed by the survey.
- Examine the Best Practices of other SEC Schools in what they are doing to address sexual harassment and bullying on campus.
- Since online sexual harassment and bullying is a growing concern, research into what campus and area law enforcement are doing to address or curtail this problem.

### **Work and Family Committee Report (2018-19) and Plans for 2019-2020**

**Work and Family Committee:** Jenny Ward\*; Shea Kidd Houze; Melissa Smith

#### **2018-2019 Summary:**

- Compiled the GA, GTA, GRA, and staff leave policies of current and peer institutions
- Communicated with Faculty Senate's Benefits & Professional Development Chair to discuss non-tenure track faculty leave and exempt/non-exempt staff leave issues
- Documented similar institutions, including two in Tennessee, that offer paid leave including the following:
  - **University of Memphis:** 6 weeks paid leave for full-time faculty (includes post-docs), part-time, and full-time staff who completed 12 months of employment
    - <https://www.memphis.edu/benefits/info/ppl.php>
  - **Austin Peay:** 6 weeks paid leave for full-time faculty, part-time, and full-time staff who completed 12 months of employment

- [https://www.apsu.edu/policy/5s\\_personnel\\_policies/5034-paid-parental-leave.php](https://www.apsu.edu/policy/5s_personnel_policies/5034-paid-parental-leave.php)
  - **University of Illinois:** 2 weeks paid leave for academic staff members who completed six months of employment
    - <https://www.hr.uillinois.edu/leave/parental>
  - **University of Kentucky:** 2 weeks paid leave for GAs, GTAs, GRAs without loss of stipend
    - <http://gradschool.uky.edu/assistantships>
  - **Virginia Tech:** Work Life Grant Program result of ADVANCE funding (which UT is now implementing: <https://ascend.utk.edu/>): 6 week assistantships for GAs, GTAs, GRAs paid for by E&G resources
    - <https://graduateschool.vt.edu/funding/funding-information-for-departments/managing-graduate-assistantships/work-life-grants.html>
- Received recommendation to address the disparity of parental leave between UT exempt and non-exempt employees (differences in accrual result in differences in access to leave)
  - <https://universitytennessee.policytech.com/dotNet/documents/?docid=124&public=true>

### **Plans for 2019-2020**

Confer with Faculty Senate contact to make consistent leave recommendations to both the Faculty Senate and Commission for Women



# Appendix

## How is the Commission comprised?

The CFW consists of at least 24 voting members, with proportionate representation from faculty, exempt and non-exempt staff, and students (both graduate and undergraduate), equitably distributed among UT's various colleges, schools, and administrative units. Appointments are made annually, usually for a three-year term.

## What are the responsibilities of the Commission?

The primary responsibility of the CFW is to cultivate a welcoming and inclusive campus environment with special attention given to the needs of women. Toward this end:

1. **The CFW advises and consults** with university officials, commissions, councils, and committees regarding the needs and concerns of women, and recommends changes in UT policy and/or procedure relative to these needs and concerns.
2. **The CFW makes recommendations** concerning new and existing academic, professional development, and extracurricular programs that impact UT women.
3. **The CFW recommends and encourages research** to assess the status of women at UT for the purposes of ensuring a welcoming and inclusive campus environment for women (students, faculty, and staff).
4. **The CFW consults** in the evaluation, revision, and implementation of UT's Affirmative Action and Title IX plans for the purposes of promoting equitable practices in the hiring and professional advancement of women, as well as the safety of women on our campus.
5. **The CFW provides information** to the campus and wider community on CFW and UT programs and activities of potential interest to women and to promote thinking about gender issues in a broader sense.

## Current Priorities

- Review and revise bylaws
- Review parental leave policies for birth/adoption and related work-life balance issues
  - Particular focus on staff and graduate students
- Advocate for representation of women in leadership positions
  - Review and recommend mentoring and professional development to help prepare women for leadership
- Advocate for awareness surrounding sexual assault and misconduct
- Advocate for pay equity across genders
- Women's History Month
  - Highlight accomplishments of prominent alumni and promote/support scholarship/research on campus that is related to women
- Support the Women in STEM Committee of the Commission for Women
- Support LGBTQ+ women and the Pride Center
- Recruit new members