

The University of Tennessee Chancellor's Commission for Women

2019-2020 End of Year Report

Chair: Dr. Rachel J.C. Chen (2018-2020)

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

Executive Summary

2019-2020 Accomplishments – what a fruitful year!

- ✦ The CFW hosted the 1st Women's Leadership Summit on Friday, October 2, 2019. Chancellor Plowman was the featured speaker. 130 women attended the event. <https://mediasite.utk.edu/UTK/Play/8704a8e64eb84e9f9aba938269d53f1e1d>
- ✦ The Work and Family Subcommittee, with assistance from the Commission's graduate assistants, researched and documented parental leave policies for staff, faculty, and GA/GTA/GRAs at current peer, aspirational, and Tennessee institutions. After Dr. Rachel Chen received input from her leadership team, the final draft of the subcommittee's findings and recommendations were submitted to Chancellor Plowman on November 12, 2019.
- ✦ CFW hosted three large events in January and February, including a book speaker, 100 video clips for the Women's Suffrage Centennial, and a second Women's Leadership session.
- ✦ On January 16, 2020, the CFW successfully co-hosted a special book speaker (Elaine Weiss, author of *The Woman's Hour*) along with the Suffrage Coalition at the UTK's Student Union Auditorium. <https://cfw.utk.edu/suffrage-coalition-2020/>
- ✦ On February 3 – 4, 2020, the CFW produced 100+ video clips to celebrate and voice the importance of the 100th anniversary of women's voting rights in the United States. The clips are posted on [the CFW website](#) and promoted through YouTube. We had over 120 participants featured through 100+ video clips including Chancellor Plowman, college deans, department heads, students, faculty, faculty, and alums. <https://cfw.utk.edu/100-clips-100-voting-rate/>
- ✦ On Feb 7, 2020, the CFW hosted a 2nd Women's Leadership event. Chancellor Plowman served as the keynote speaker and led a panel discussion. Panelists included 4 female Deans from the Colleges of Arts & Sciences (Dean Teresa Lee), Social Work (Dean Lori Messinger), Nursing (Dean Victoria Niederhauser), and Law (Dean Melanie Wilson). <https://mediasite.utk.edu/UTK/Play/d530b98fe9b54ce7843ee127bb62cbbe1d>

- ✦ CFW's Rachel Chen was a member of the planning committee for "2020 Women Leaders in Business Summit" (March 6, 2020). CFW promoted the event organized by the Haslam College of Business.

- ✦ The recipients of the 2019-2020 CFW awards were as follows:
 - *Rising UT Woman Award – Graduate Student* – Meagan J. Brem, PhD Student (Clinical Psychology)
 - *Rising UT Woman Award – Early Career Staff*- Kelley Kain – Police Officer (UTPD) (The UT Police Department did a story on Kelley receiving the CFW award and distributed the story through social media and posted it on its website: <https://utpolice.utk.edu/2020/04/14/kain-receives-ut-commissions-inaugural-rising-woman-award/>)
 - *Angie Warren Perkins Award* – Kalynn Schulz – Assistant Professor (Dept. of Psychology)
 - *UT Notable Woman Award* -Gladys Alexandre – Head & Professor (Dept. of Biochemistry, Cellular and Molecular Biology)

- ✦ CFW members worked with Ashley Blamey and Jenny Richter to support the CFW in representing UTK National Science Academy Sexual Harassment awareness and prevention initiatives.

- ✦ CFW leadership brainstormed ideas to secure resources for funding special events and yearlong programs with the officers of the Women's Coordinating Council.

- ✦ The CFW participated in the tabling event for Fall 2019 "Take Back the Night" sponsored by the Women's Coordinating Council. At least four CFW members participated in the silent march.

- ✦ The CFW Professional Development and Mentoring Committee's work on relationship management issues on campus (which included an informal survey of related professional and leadership development programs at UTK-UTIA and at peer and aspirational institutions) culminated in a proposal, for consideration by the Chancellor, to form a campus task force (with representative membership from specific academic and non-academic units) to (a) comprehensively survey relevant campus training and education programs, (b) collect them in one place on the UTK-UTIA website (a "one-stop shop" for relationship management training and education), and (c) promote that webpage and the listed programs to faculty and staff.

- ✦ The Equity Committee of the CFW produced a gender equity salary report for tenure-line faculty. The Committee worked with the Provost's Office and the Office of Institutional Research and Assessment for data analysis in 2019 and 2020.

Plans for AY 2020-2021

Incoming Chairs: Drs. Joan Heminway and Catherine Luther (2020-2022)

The CFW Awards Committee will continue to refine the award selection processes to assure an efficient means of sending out calls for the awards and making selections in a systematic and seamless manner. Together with the Office of the Vice Chancellor for Diversity and Engagement, the committee will take part in planning for the awards ceremonies that will be held (virtually or in person) in spring of 2021. For the upcoming academic year, the committee will also work to support in any way the initiatives of the other CFW committees.

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 and education.

The CFW Safety and Advisory Committee will focus on the following areas in AY 2020-21:

- ✓ Continue to support the WCC Take Back the Night event. Look into getting matching shirts or a banner for CFW to participate in the silent march to make our support clear.
- ✓ Investigate restrictions on using operating budget dollars on feminine hygiene products (e.g., for the staff and visitors of the Early Learning Center).
- ✓ Work with UTPD and Title IX Office to investigate the use of campus Blue Phones and the Livesafe app.
- ✓ Host UTPD self-defense classes during Women's History Month in 2021.

The CFW Equity Committee plans to continue collaboration with OIRA using the approach that was applied to characterize gender diversity and mean and median differences in salary by gender at the department /unit level and expand our analysis to address diversity and salary issues by race and gender for tenure line and non-tenure track faculty. The CFW Equity Committee will work with CFW leadership and the offices of the Chancellor and Provost to evaluate possible action on the following recommendations made by the committee in its report:

- ✓ All tenure-line faculty, including those who do not have Instructional appointments, should be included in the OIRA Regular Full-time Faculty Salary Report.
- ✓ The Provost should hold deans accountable for reviewing the OIRA Report and addressing faculty salary inequities with a valid explanation (e.g., productivity issue) or plan for correction. Similarly, Deans should hold Heads accountable for reviewing the OIRA Report and addressing salary inequities with a valid explanation or plan for correction.
- ✓ Deans and Heads should receive training on how to address salary inequities.
- ✓ Development of a standardized process, independent of a faculty member's current supervisor and available to all faculty, through which a faculty member can request a gender equity analysis for the faculty member's position.
- ✓ A review of the process for selection of Governor's Chairs to ensure that the expectations for diversity and inclusion required for UTK faculty searches are met.

Commission for Women Standing Committees 2019-2020

* = Committee Chair

Chairs Advisory Committee: Lisa Yamagata-Lynch (past co-chair), Mary Lucal, Jennifer, Ashley Blamey, and all committee chairs

Awards Committee: Alison Buchan, Catherine Luther*, Marla Roberts, Lisa Yamagata-Lynch

Equity Committee: Misty Anderson, Mary Lucal, Melissa Grant, Bonnie Ownley*, Jennifer Richter, Deb Welsh*

Events and Communications Committee: Rachel Chen*, Kiley Compton, Juliette Kesterson, Kaylee Sheppard, Kayla Irwin, Natasha Ellis, Jennifer Webster

Professional Development and Mentoring Committee: Jamie Coble, Joan Heminway*, Mary Lucal, Kristin Tocci, Mia Pearson-Loomis, Lynsey Miller, Thura Mack, Jill Zambito, Matthew Theriot

Safety Advisory: Ashley Blamey, Jamie Coble*, Symantha Gregorash (SGA), Thura Mack*, Alicia Martinez

Work and Family Committee: Megan Haselschwerdt, Shea Kidd Houze, Abby Sherman, Karmen M. Stephenson, Jenny Ward*

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

The University of Tennessee
Chancellor's Commission for Women
2019-20

Professional Development & Mentoring Committee

Annual Report

The committee's charge this year was as follows:

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.

Committee-Specific Activities

After a meeting to discuss this charge, our committee's focus became workplace relationship management and, within that, confronting workplace bullying on campus. We arrived at this focus (1) in response to comments of attendees at the panel discussion sponsored by the committee in the spring of 2019 (*Empowering Women to Deal with Unit-Level Conflicts*) and (2) in consultation with Commission Chair, Rachel Chen.

As part of their service, committee members were tasked with supporting (substantively and logistically) the campus anti-bullying events planned for March 5-6, 2020. The scheduled events featured a keynote address and four workshops by Leah P. Hollis, a researcher and author on campus bullying. Specifically, the committee was a cosponsor and facilitator of Dr. Hollis's keynote presentation, and committee members were committed to acting as "shepherds" for Dr. Hollis in moving from event to event across campus. Unfortunately, Dr. Hollis withdrew from participation in these events in mid-February due to differences about her contract terms.

The additional work of the committee addressed ways in which relationship management in the workplace could be improved on our campus. Early conversations honed in on filling communication gaps and engaging in better conflict resolution in routine workplace encounters. The committee identified communication training as important. Committee discussions revealed that several committee members had significant training experience and expertise.

Aspects of workplace management identified by the committee for further inquiry and action include those set forth below (in no particular priority order).

- Working with what one can control in the workplace environment
- Emotional intelligence
- Relationships of power (or perceptions of power) within units and as between faculty and staff (staff having different opportunities—fewer—to talk about difficulties in work relationships) and the related potential development of attitudes/cultures of subservience; developing an understanding that "with great power comes great responsibility"
- Looking for opportunities to bridge the gap between faculty and staff

- Perceived and actual hierarchies (statuses of all kinds, gender, gender identity, race, age, body size, . . .)
- Developing systems for better interactions in the workplace, noting that all of those who interact should be part of a process of changing relationships
- Psychological safety, including feeling safe to be one's authentic self at work and feeling like one can advocate for change in the workplace

The committee recognized that items on this list necessarily overlap and identified bullying, evaluative relationships, and feedback methodologies as areas of special focus.

Committee members also recognized that change in the identified areas would not occur unless unit leaders are held accountable for results-oriented change. Given the campus Diversity Action Plan initiative, committee members requested that committee chair Joan Heminway make contact with Janelle Coleman in Tyvi Small's office to convey the committee's discussions and promote the inclusion of prompts about relationship management issues in the Diversity Action Plan instructional materials. Contact was made and the message conveyed after the meeting.

Having established that the committee has training expertise among its members, further meetings concentrated on how the committee could leverage that training expertise to suggest a coherent and systemic approach to some of the important culture/climate/communication issues to which the committee's list of relationship management aspects naturally relate. Ideas with traction among committee members included: (1) advocacy for campus faculty and staff training modules that unit leaders could request and (2) ongoing campus programming of some kind to address relevant issues with affected populations.

To forward the committee's work, members determined the committee needed to get information on what other campuses are doing in the way of related employee training and education. Each committee member researched the programs of a VOLVision 2020 peer or aspirational school; one committee member undertook to identify existing programs at UTK-UTIA. The committee constructed a Google doc that includes information from eight schools: Clemson; Florida; Georgia; Indiana; Michigan; Minnesota; Texas A&M; and UTK-UTIA.

At the March commission meeting, the committee reported on its work to date. In response, commissioners offered the following the ideas listed below as key areas for further focus.

- Conflict/confrontation
- Managing difficult conversations/navigating conflict conversations (perhaps through a difficult dialogue series?)
- Saying "no" w/o guilt
- Socialization around professional conversations
- Changing expectations of people in repeat relationships so that they are more normed/realistic

Both a panel and a roundtable were suggested as near-term campus events on these and other related topics.

Shortly after that March commission meeting, we separated and moved off campus in response to the COVID-19 pandemic. The committee had one additional meeting after that time, by Zoom. In this meeting, those present:

- Reviewed the [L&OD website](#) (which includes information about training relevant to the committee’s relationship management focus) and offered comments to Jeannie Tennant;
- Determined to [request that the Chancellor consider the appointment of a campus task force](#)—including potentially personnel from UTK-UTIA Teaching and Learning Innovation, Human Resources leadership development/training, and other units in which there is relevant training and education expertise—to comprehensively survey relevant campus training and education programs, collect them in one place on the UTK-UTIA website (a “one-stop shop” for relationship management training and education), and promote that webpage and the listed programs to faculty and staff; and
- Discussed, without making a recommendation, the possibility of [using a regular newsletter or a standing column in *Tennessee Today*](#) as a resource for notifying UTK-UTIA employees about relevant relationship management resources on an ongoing basis.

General Commission Activities

The committee also responded to periodic calls for reactions to broader commission inquiries outside commission meetings. For example, in the fall semester, committee members weighed in on the proposed campus parental leave policy. Committee members also participated in other general commission initiatives, including the women’s leadership and suffrage events and the “100 Women” video clips initiative.

Respectfully submitted:

Joan Heminway, Chair

2019-20 Committee Members:

Jamie Coble
Joan Heminway
Mary Lucal
Thura Mack
Lynsey Miller

Mia Pearson-Loomis
Jeannie Tennant
Matthew Theriot (ex officio)
Kristin Tocci
Jill Zambito

Commission for Women's Awards Committee Report (2019-2020) and Plans for 2020-2021

Members: Allison, Buchan, Catherine Luther, Marla Roberts, Lisa Yamagata-Lynch

CFW's awards committee met at the beginning of the 2019-2020 academic year to review each CFW award criteria and develop a process for acquiring applications, reviewing them, and selecting the award recipients. In addition to selecting awardees for the long-standing Notable UT Woman Award and the Angie Perkins Award, the committee was to select recipients for a new award that was established the prior year – The Rising UT Women Award. The new award was created to recognize the accomplishments and exceptional professional promise of female students and early career staff members across all disciplines and campus units. The award rotates between four categories: undergraduate students, early career staff, graduate students, and early career faculty. This year, the committee decided to provide two awards, one to a graduate student and the other to an early career staff member. Both recipients demonstrated outstanding work in their early career and showed signs of having an impact on the university and broader community.

The recipients of the 2019-2020 CFW awards were as follows:

Rising UT Woman Award – Graduate Student

Meagan J. Brem, PhD Student (Clinical Psychology)

Rising UT Woman Award – Early Career Staff

Kelley Kain – Police Officer (UTPD) (The UT Police Department did a story on Kelley receiving the CFW award and distributed the story through social media and posted it on its website:

<https://utpolice.utk.edu/2020/04/14/kain-receives-ut-commissions-inaugural-rising-woman-award/>

Angie Warren Perkins Award

Kalynn Schulz – Assistant Professor (Dept. of Psychology)

UT Notable Woman Award

Gladys Alexandre – Head & Professor (Dept. of Biochemistry, Cellular and Molecular Biology)

Each recipient was presented with her award at the Chancellor's Joint Commission and Council Awards Ceremony that took place via Zoom in May of 2020. Vice Chancellor for Diversity and Engagement Tyvi Small presented the awards and each recipient had the opportunity to say a few words.

Plans for 2020-2021

The CFW awards committee will continue to refine the award selection processes to assure an efficient means of sending out calls for the awards and making selections in a systematic and seamless manner. Together with the Office of the Vice Chancellor and Engagement, the committee will take part in planning for the awards ceremonies that will be held (virtually or in person) in spring of 2021. For the upcoming academic year, the committee will also work to support in any way the initiatives of the other CFW committees.

Safety Advisory Committee Report (2019-20) and Plans for 2020-21

Safety Advisory: Thura Mack*, Jamie Coble*, Alicia Martinez, Symantha Gregorash, and Ashley Blamey

The 2019-20 Commission for Women Safety Advisory Committee (SAC) included representatives from across campus, including faculty, staff, and students: Thura Mack (SAC co-chair, Professor in Library), Alicia Martinez (hall director in Massey Hall), Symantha Gregorash (undergraduate and SGA representative), Jamie Coble (SAC co-chair, Associate Professor in Nuclear Engineering), and ex-officio member Ashley Blamey (Title IX Coordinator). Throughout the academic year, the committee conferred through email and in-person to discuss potential activities and initiatives that support the CFW mission and the goals of SAC.

In an initial meeting as the full committee was being constituted, the co-chairs met with CFW Chair, Rachel Chen; Title IX Coordinator, Ashley Blamey; and Associate Vice Chancellor and Director of the Office of Equity and Diversity, Jenny Richter. At this meeting, we brainstormed several potential areas of focus for the SAC to focus for the academic year: sexual harassment, bullying, campus Blue Phones and Livesafe app, and cyber-stalking and -bullying. We also connected with the Women's Coordinating Council (WCC) to support their annual Take Back the Night event.

During the AY20 year, the SAC was actively engaged in several efforts to address issues related to personal and professional safety for the campus community:

- Working with Ashley Blamey and Jenny Richter to support the CFW in representing UTK National Science Academy Sexual Harassment awareness and prevention initiatives.
- Brainstorming ideas to secure resources for funding special events and yearlong programs with the officers of the Women's Coordinating Council.
- Participating with the tabling event for Fall 2019 "Take Back the Night" sponsored by the Women's Coordinating Council. At least four CFW members participated in the silent march.
- Working with the Professional Development & Mentoring Committee in January 2020 to assist with the planning of Leah Hollis's "workplace bullying" visit for March 2020. Unfortunately, Campus Bullying Events were postponed to a later date (still TBD).

Plans for 2020-2021: SAC believes the following areas should receive particular focus in AY21 and beyond:

- Continue to support the WCC Take Back the Night event. Look into getting matching shirts or a banner for CFW to participate in the silent march to make our support clear.
- Investigate restrictions on using operating budget dollars on feminine hygiene products (e.g., for the staff and visitors of the Early Learning Center).
- Work with UTPD and Title IX Office to investigate the use of campus Blue Phones and the Livesafe app.
- Host UTPD self-defense classes during Women's History Month in 2021.

Work and Family Subcommittee Report

The Work and Family Subcommittee, along with the help of the Commission's graduate assistants, researched and documented parental leave policies for staff, faculty, and GA/GTA/GRAs at current peer, aspirational, and Tennessee institutions. The findings and recommendations were submitted to Chancellor Plowman by Dr. Rachel Chen on November 12, 2019.

Subcommittee members later researched and compiled a list of alternative childcare supports and employee benefits for future consideration.

Executive Summary - Gender Salary Equity Report

Commission for Women Equity Committee: Bonnie Ownley and Deborah Welsh (Co-chairs), Misty Anderson, Melissa Grant, Mary Lucal, and Jenny Richter

Introduction

The Equity Committee of the Commission for Women was charged to provide a gender equity salary report for tenure-line faculty. The Committee worked with the Provost's Office and the Office of Institutional Research and Assessment (OIRA) for data analysis in 2019 and 2020.

Methods

Raw data provided by OIRA included: gender, 9-month salary with longevity pay, years since PhD or equivalent degree, professorial rank, department/unit, and college/division for each tenure-line faculty member. For faculty with 12-month appointments (mainly Herbert College of Agriculture) salaries were reduced to a 9-month equivalent. The mean percentage differences in salaries of tenure-line women and men faculty in 69 departments/units in 14 colleges/divisions were compared for 2019 salary data by department and rank. The College of Art & Sciences was divided into 3 divisions: Humanities, Natural Sciences, and Social Sciences. Within the College of Law, two units were created: Law and Law Library. Data for the College of Veterinary Medicine (CVM) was provided as one unit from OIRA, but department information for each faculty member was available, therefore the CVM data was divided into three departments for this report. All data of these populations were included in the analysis; therefore, probability testing was inappropriate. We identified ranks within departments in which women earned 90% or less of men's salary.

Findings

1. The OIRA provides a Regular Full-time Faculty Salary Report for each department to the Provost Office annually. This report includes a table of salary data (9 month with longevity pay and summer pay), rank, years since degree, gender, race, and hiring date for each tenure-line faculty member, and a graphic of salary versus years since PhD (or comparable degree) with lines for the mean and one standard deviation below and above the mean. Faculty are represented on the graph by numbers and gender is identified by color. This report can be used to quickly identify salary inequities. The Provost Office forwards this report to Deans,

but some Department Heads have indicated that they do not receive it, and others indicate that they receive it for some years and not others.

2. In the past, the OIRA Report provided to the Provost included instructional faculty only. This is not inclusive of all tenure-line faculty, i.e., Library, UTIA Extension, and College of Veterinary Medicine were excluded.
3. Twenty-two departments/units were identified that lacked gender diversity in one or more of the three tenure-line professorial ranks (assistant, associate, and full professor). Salary comparisons by rank and gender were not possible for these situations. The lack of gender diversity in specific units was widely dispersed by field of study and occurred in 13 of 14 colleges/divisions: Architecture & Design (3 units lack gender diversity), Arts & Sciences (Humanities=4 departments, Natural Sciences=2 departments), Communication and Information (3 units), Education, Health, and Human Sciences (4 departments), Haslam College of Business (5 departments), Herbert College of Agriculture (6 departments), Law School (1 department), Library, Nursing, Social Work, Tickle College of Engineering (6 departments), College of Veterinary Medicine (1 department).
4. Salary differences in which women earned 90% or less of men's salary were observed more frequently at the full professor rank (1 at assistant professor rank, 5 at associate professor rank, and 21 at rank of professor). In some cases, this was influenced by salaries of Governor's chairs and former administrators (Chancellors), which are predominately men. Among the UTK/ORNL Governor's Chairs, 14 of 15 are men. Eleven of the Governor's chairs are included in the salary data, of which 10 are men. Two former Chancellors, which are men, were also included in the data because they returned to faculty positions. Women Full Professors in the 21 units identified, earned an average of 81% as much as Men Full Professors in the same units or \$34,903 less per year (median difference = \$29,750 less per year). Note that women in these units were slightly less senior with an average experience since degree of 24 years for women and 29 years for men.
5. Units in which the mean salary percentage of women to men was 90% or less were distributed across multiple fields of study and multiple colleges. Thus, this is not a localized or specific disciplinary issue. The units in which women full professors earned 90% or less of men full professors spanned 9 different colleges: Arts & Sciences (8 departments: Humanities=3 departments, Natural Sciences=4 departments, Social Science=1), Communication and Information (1 department), Education, Health, and Human Sciences (3 departments), Haslam College of Business (2 departments), Herbert College of Agriculture (3 departments), Law School (1 department), Social Work, Tickle College of Engineering (1 department), and College of Veterinary Medicine (1 department).

Recommendations

1. All tenure-line faculty, including those who do not have Instructional appointments, should be included in the OIRA Regular Full-time Faculty Salary Report.
2. The Provost should hold deans accountable for reviewing the OIRA Report and addressing faculty salary inequities with a valid explanation (e.g., productivity issue) or plan for correction. Similarly, Deans should hold Heads accountable for reviewing the OIRA Report and addressing salary inequities with a valid explanation or plan for correction.

3. Deans and Heads should receive training on how to address salary inequities.
4. A standardized process should be developed that is independent of a faculty member's current supervisor and is available to all faculty, whereby they can request a gender equity analysis for their position.
5. The process for selection of Governor's Chairs should be reviewed to ensure that the expectations of diversity and inclusion required for UTK faculty searches are met.

Plan for 2020-2021

The CFW Equity Committee plans to continue collaboration with OIRA using the approach that was applied to characterize gender diversity and mean and median differences in salary by gender at the department /unit level and expand our analysis to address diversity and salary issues by race and gender for tenure line and non-tenure track faculty.