

**Commission for Women  
Minutes  
Thursday, April 2, 2009**

**Attendance:**

Pam Hindle (chair), Kathryn Ellis, Heather Mason, Melanie Wolfenbarger, George Hoemann, Alan Chesney, Wendy Syer, Rose Parker, Fadia Alvic, John Nolt, Denise Harvey, Margaret Crawford, Joy DeSensi, Cheryl Travis, Anton Reece

Make name plate for Heather Mason

*Pam Hindle called the meeting to order at 12:06 p.m. The agenda was as follows:*

- I. **March Minutes**
- II. **Report from the Faculty Senate – John Nolt**
- III. **Report from the Commission for Blacks – Anton Reese**
- IV. **Report from the Commission for LGBT People – George Hoemann**
- V. **Discussion about Campus Promotion and Proactive Support of Diversity/Inclusivity – Denise Harvey**
- VI. **Child Care on Campus**
- VII. **Old Business/New Business**

The attendees briefly introduced themselves because there were a few new members.

- I. **March Minutes** – The March minutes were presented for consideration. Alan Chesney moved to approve the minutes and George Hoemann seconded the motion. The minutes were approved unanimously.

Heather Mason, a new member, introduced herself. She is with women's athletics.

**II. Report from the Faculty Senate (John Nolt) –**

John Nolt said that we are all pleased that the stimulus package has come through. It includes enough money to maintain the faculty who are in the classroom already and we should not have to layoff anyone. He said that those concerns are allayed for now unless something happens and the stimulus money is mismanaged. We still will not be able to hire anyone new. The Faculty Senate plans to keep a very close watch on how that money is spent – they want to make sure that it goes primarily to keeping teachers in the classroom.

The Program Review Reduction and Reallocation Task Force has completed its review and the report is going forward. At the CFW's March meeting, Nolt had mentioned his concerns about CIP subcodes – the task force specifically said that for the purpose of our university/campus we will define things only as major, minor, or concentration. We will not be using the CIP codes. He believes that we have effectively dealt with that concern.

Nolt said that the Senate has been working all year with Candace White and the \_\_\_\_\_. That work has all been done and they have a reorganized Senate that will be streamlined with new committees next year.

There is also a legislative task force that has been talking to legislative officials all spring with the message that we need to keep teachers in the classroom. He thinks they have been heard, but the message has changed now with the stimulus money coming in. He said now the message is that we need to have tuition flexibility and that the group is interested in the issue of higher education reorganization across the state. There is a retreat this weekend to try to hammer out a consensus of what the faculty senates across the state want. They do not want to see this happen quickly because it needs to be thoroughly vetted and there needs to be complete consideration of all the models. Faculty Senate GA Scott Simmons has put together a report about the various systems that might be translated to the Tennessee context. Chesney asked if that report is on the Faculty Senate website. Nolt said it is not, but that it should be. Cheryl Travis asked if Nolt has a sense about the initial rationale for approaching this task? And, Hindle asked what it would look like? Nolt said the rationale is to reduce the number of administrators and to reduce duplication of programs across the state. Travis thinks the programs issue is the bigger issue. Her intuition is that the savings would come out of closing programs rather than eliminating administrative positions. Nolt said a reorganization could take several forms. He thinks there is a general sense across the state that THAC is broken and should be done away with. There are also radical proposals for merging the Board of Regents system and the UT system. The huge political battle in all this will be between UT Memphis and UT Knoxville. Memphis wants the medical school and they want to be the other flagship university in the western part of the state. That is where the big political battle will shape up. Chesney said that by the time this gets on the table there will be a lame duck governor and nothing will be done. Nolt said Commissioner Goetz said that there is a 75% chance it would not happen. Wendy Syer said that she would be concerned about eliminating duplicate programs – there is more to choosing a school than just the program. Nolt said that the state has a hard time supporting two medical schools and multiple engineering graduate programs (as examples).

The Budget and Planning Committee has been studying both the system and campus budgets very closely. Report will go out on Monday. It will show that institutional support at the system level has increased significantly. They will recommend downsizing the system and putting that money towards the academic functions at the university level. The report is very detailed – 30 pages.

The Faculty Gender Salary report has not been done yet (in part because of time put into above report).

Nolt is concerned about people in Audiology & Speech Pathology having to move to Memphis. Several people have talked to him about this, but he does not know the story. There are concerns that they are being forced to do things in a way that will not allow them to continue the research that they have been doing.

There were “surprise” layoffs at the dental school yesterday. It is an issue that arose just yesterday. People were getting pink slips with no notice and being escorted off the premises.

Travis said they must have been adjuncts, staff, etc. Chesney said regardless of who they are, there is a process that should be followed.

DeSensi asked if a decision has been made about the Athletics Committee and whether it will be retained. Nolt said that it has been “tabled” so that the committee will still exist and it may be revisited next year. Nolt said he thinks the committee is not as effective as it needs to be and that the committee needs to do a self study and report to the Senate.

### **III. Report from the Commission for Blacks (Anton Reece) –**

Anton Reece reported that in the earlier part of the year the Commission chairs started talking about coordinating support for bringing attention to diversity issues on campus. They have had a couple of meetings about keeping diversity on the radar screen. He said that awareness is always temporary when there has been an “incident.”

Reece also reported that the CFB is drafting a letter to Chancellor Cheek about some of the issues of diversity they are concerned with. This is in preparation of Cheek’s attendance at their next meeting.

### **IV. Report from the Commission for LGBT People (George Hoemann) –**

Hoemann said that the discrimination complaint language does not explicitly include orientation or gender language. It is taking Marva Rudolph longer to work on that, but it is being worked on.

Chancellor Cheek will be at the LGBT meeting on Monday, April 6 at 12:00 in the library, room 605.

### **V. Discussion about Campus Promotion and Proactive Support of Diversity/Inclusivity – Denise Harvey –**

Denise Harvey met with Margie Nichols about their (Nichols et al) message for this new initiative because Harvey was concerned after our last meeting. At the meeting, Nichols talked about the majority of UT students having funding. Harvey’s experience is that a lot of students (AAA and AAIG) can no longer come to UT. There is a whole population of students who are still struggling. Nichols told Harvey about a new program called Achieve the Dream.

Harvey also talked to Nichols about outreach to students and how Nichols and Cheek are highlighting students from Memphis. Harvey thinks that there is a whole population of black students here in Knoxville who need to be addressed – not just black students from Memphis.

Harvey also thought Nichols indicated at the last CFW meeting that we could just wait on diversity. Harvey does not think that we need to wait on diversity. One particular issue of concern to Harvey is non-traditional families.

Nichols thinks we did not hear what she was saying. Harvey thinks we heard her, but that Nichols did not know what she was saying. Harvey thought Nichols sounded elitist and non-inclusive.

Harvey told her that perhaps the CFW could work with her to address ways that she could include diversity. Nichols said she would appreciate that. Harvey said that Nichols needs to focus on East Tennessee, diversity, etc. Nichols may be able to come to the meeting in May.

Harvey asked the other members of CFW if she is on the right track with her concerns.

DeSensi said the thing that bothered her most was that diversity is a separate issue to Nichols – Nichols needs to understand that it is not a separate issue and needs to be included in the larger message. Hoemann said that the Diversity Council has also pushed back against Nichols, but he thinks we need to keep the pressure on. Hoemann did not realize how bad the last meeting was until he read through the March minutes this morning and it all came back to him. Travis says that we should help Nichols because her frame of reference is clearly different. Chesney said the agenda of the meeting should be to tell Nichols “we heard what you said” and here is a way for you include diversity in your “simplified” message. Harvey said she told Nichols we would help her frame the message. Chesney said that some schools have done a good job with this, so it is not like we have to reinvent the wheel. Syer thinks any message of diversity needs to include the international students as well – she says that we are way behind the curve in that this university does not seem to want undergraduate international students. DeSensi got the impression that Nichols has a very limited idea of what diversity includes. We need to tell Nichols that diversity includes curriculum also, not just people. Hoemann said that his fear is that “they” get it and understand, but “they” do not want to go there. He said that internal searches, for example, just perpetuate the problem (three high level internal searches in an already diversity challenged pool of candidates).

Harvey added that in June there will be a graduate school recruitment fair for the Freedom School trainers who will be on campus for a week. There will be 1400-1500 Freedom School trainers on campus for a week and we want to give them information about our graduate programs to hopefully get some of them into our pipeline.

Hindle thanked Harvey for having the passion to follow up on this with Nichols.

Chesney thinks the invitation to Nichols to come back to the next meeting should come from Hindle directly. He also thinks Hindle, Reece, and Hoemann should meet with her in a small group setting to discuss the issues as well.

## **VI. Child Care on Campus –**

Hindle presented the Child Care chart that Kathryn Ellis had completed. Hindle reported that Ellis had contacted these universities. Hindle had asked Ellis to investigate whether there are grants available to defray the costs of child care. Hindle is really interested in pursuing that path to make it possible for UTK to do a better job of making child care available. Hindle would like to keep working on this because it is all part of the need for a family friendly campus that we need to create here at UT.

Nolt mentioned that child care on the Cherokee campus is still being discussed.

## **VII. Old Business/New Business –**

Margaret Crawford – Announced that this year's UT Notable Women is MaryAnne Hitt. She will receive her award at the Chancellor's Honors Banquet on Monday, April 6.

Hindle reported on Mary Evans – her daughter Roberta has been very ill and been intensive care for 28 days. She is now beginning to improve and will be at Patricia Neal Rehab Center. Hindle thinks Mary would love to hear from us – know that people are thinking of her.

Hindle mentioned the Linda Fay Williams Prize for Social Justice that is awarded at Rice University (George Hoemann had sent her information about it). Hindle thinks we should have something like this at UT and will pass this on up the ladder. Hoemann said Williams was a 1970 graduate of Rice. Rice was one of the first two African American graduates of Rice because Rice had been segregated based on its charter until the middle of the 1960s.

Hindle mentioned Margaret Sallee. They spoke about the possibility of the Commissions hosting an event at UT highlighting ways to make this campus more family friendly. Hindle said that this was a good idea that Chesney had (she hates to admit Chesney had a good idea). Sarah Gaurdial is on board.

Reece said there is a reception for AAA and AAIG students tonight.

Hindle reminded everyone that the Chancellor's Honors Banquet is on Monday.

*Pam Hindle adjourned the meeting at 1:07 p.m.*

*Submitted by Kathryn Ellis*