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1982 Correspondence between Gail Disney and C. Warren Neel re College of Business Administration's 1981 Annual Report

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NUTRITION
AND FOOD
SCIENCES

January 8, 1982

Dr. C. Warren Neel
Dean
College of Business Administration
Campus

Dear Dr. Neel:

I recently obtained a copy of your College's 1981 Annual Report. In a field that has traditionally been male oriented, your College has been successful in recruiting female students and faculty; yet, in the Annual Report, women are depicted primarily in the roles of student, secretary or interviewer and not as faculty. There are 14 photographs or sketches which depict people as teachers or leaders and not one of these is of a female. I realize that in a College where the majority of the faculty and students are males, the majority of the photographs in a photography session would be of males, but those in the report are exclusively of males when a teacher or leader is shown. I feel that this was not done on purpose but was an oversight; but I feel it is an important oversight and one which should be avoided in future reports.

I cite these observations as an interested faculty member and as a member of the UTK Commission for Women and make them more in order to be helpful than to be critical.

Sincerely,

Gail W. Disney

Gail W. Disney, R.D. Ph.D.
Assistant Professor

GWD/ha

cc: Nancy Belck
Gail Clay

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THE UNIVERSITY OF TENNESSEE
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COLLEGE OF BUSINESS ADMINISTRATION

OFFICE OF THE DEAN

January 18, 1982

Dr. Gail W. Disney
Asst. Professor Nutrition
& Food Science
331 Home Economics Bldg.
CAMPUS

Dear Professor Disney:

I appreciate your candid remarks on the College's Annual Report. With regard to the report, we do need to focus more on women and blacks in leadership roles. However, I do need to call your attention to other efforts we have made and are currently making on behalf of minorities.

First, we established a majority of our limited MBA stipend support for second-career women. As a matter of fact, this support comes from private funds. Also, private funds have been raised for support of blacks at the MBA level.

Second, we established one of the first athletic scholarships for the Women's Basketball Program - all in an effort to demonstrate our concern.

The staff has also made a significant effort to recruit outstanding women into all programs in the College. This effort has contributed a great deal to our undergraduate enrollments changing from 20 percent female as recent as 6 years ago to a present percentage of 40.

Finally, the College honored at its annual banquet last Spring, Ms. Tina Flaherty, Vice President of Colgate-Palmolive. Such action represented our concerns for providing a proper role model.

In closing let me say again, I appreciate your concern for the College's Annual Report projecting the appropriate images. Maybe it can be resolved as simply as reporting more vividly the above.

Sincerely,

C. Warren Neel
Dean

cc: Dean Belck
Ms. Clay