



1980

1980 Letter from Martha Black to Walter Herndon re Exit Interviews

Commission for Women

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The University of Tennessee, Knoxville
Commission for Women

April 15, 1980

Dr. Walter Herndon
Vice Chancellor for
Academic Affairs
517 Andy Holt Tower
Campus

Dear Dr. Herndon:

The Commission for Women has been studying the Exit Interviews and after considering several ways of rewriting the questionnaire, we conclude that a personal interview would be far more effective than any written request.

Thus, we would propose that an individual interview be required of everyone leaving UTK if that is at all feasible. One possible way to conduct the interviews might be to appoint a committee of ten to twelve persons to do the interviewing and report to you. Another possibility might be to have Personnel handle faculty and administrators as they do other employees. That approach would seem to be more efficient and less awkward than a committee and should provide the "neutral" environment that would be conducive to frank and honest interviews. If Personnel could conduct these interviews, then they could also combine all their data to study trends within entire units.

If the personal interviews could be feasible (perhaps combined with key, ID, and parking sticker returns, etc.) the Commission for Women would be very happy to work with the interviewers in defining the appropriate questions to ask. If personal interviews are not feasible, let us know and we will finalize some recommendations on the written form.

You've been so very cooperative with us this year, I'm sorry that we've been so slow to respond on this matter. The delay doesn't represent inattention or lack of interest - just the speed with which we seem to move.

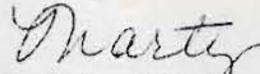
We are still also concerned about the responses that you have received concerning credit for University service. When you feel it would be appropriate, I would be very interested in talking with you about them. The Commission would be appreciative of an opportunity to look at the statements and comment upon them.

Page 2

April 15, 1980

We certainly have appreciated your openness and willingness to work with the Commission this year. Such support and cooperation has made my task seem both more pleasant and more worthwhile. I truly thank you and will look forward to finalizing plans for Exit Interviews and recommendations for recognition of University service.

Sincerely,



Martha S.L. Black
Associate Professor
Chairperson, Commission
for Women

MSLB/gb