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THE UNIVERSITY OF TENNESSEE
KNOXVILLE

October 22, 1997

Commission for Women
1818 Lake Ave.
Knoxville, Tennessee 37996-3560
(615) 974-2498

Chancellor William T. Snyder
505 Andy Holt Tower
CAMPUS

Dear Chancellor Snyder:

I am writing on behalf of the Commission for Women to express to you our concern with regard to the number of administrative appointments which have been made on an acting or interim basis recently on the Knoxville campus. In a number of cases, these appointments are followed by the person receiving an extended term or a permanent appointment. We recognize that many of these appointments are generally perceived as good and have furthered the effort to increase the diversity of the administrative corps. The Commission wishes to express strongly its deeper concern that standard search procedure should be followed. Of course, it is true that the current budget situation has created fewer opportunities to search externally for administrative positions. However, internal searches would, in all likelihood, reveal a diversity of candidates within the university whose interest in administrative work would not otherwise have an opportunity to manifest itself. Furthermore, the appointed person would have the benefit of the validation and affirmation in a new position which come from undergoing a search.

I appreciate that you are concerned with this issue and will communicate this concern to the Commission.

Sincerely,

Susan D. Martin
Chair, UTK Commission for Women