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The Networker

Commission for Women

Spring 2004

Networker 2004 Spring Issue

Commission for Women

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Calendar of Events

Equity and Opportunities for Women: Initiatives in Law and Public Policy
All presentations begin at 4:00 PM in room 132 UT College of Law on dates specified.

March 18, 2004 — The Sexual Economy of American Slavery

Adrienne Dale Davis, University of North Carolina - Chapel Hill

April 1, 2004 — Reform or Retrenchment: Single Sex Education Construction of Race and Gender
Verna Williams, University of Cincinnati

April 22, 2004 — Diversity, Equality and Social Justice in Higher Education

Martha Chamallas, Robert J. Lynn Chair in Law, Ohio State University

Supported by funds from the Haines-Morris Foundation, College of Communication, College of Law, African American Studies, Cultural Studies, History Department, Political Science, Psychology, Sociology, and Sport & Leisure Studies.

Women's Coordinating Council Sponsored Events:

For more information please call 974-6087 or Student Services at 974-5455.

February 26, 2004 - 7:30PM : Mentors in Violence Prevention, UC Auditorium.
[Co-sponsored with the Panhellenic and Interfraternity Council.]

February 29, 2004 - 8:00PM: Sweet Honey in the Rock, Alumni Auditorium.
Tickets are \$5 for students, \$15 staff/faculty and \$20 public.

March 17, 2004 - 7:00PM: Rae Lewis Thornton, UC Auditorium.

March 20, 2004 : UT Student Leadership "Can you lead me now?"

A workshop for students from 11:30AM - 3:30PM held in the University Center.

Contributors...

A special thanks to the following contributors to the Spring 2004 Networker: Margaret Crawford, Lori Epperson, Nancy Goslee, Deb Haines, Pam Hindle, Courtney Jenkins, Rose Parker, Elizabeth Pemberton, Kelly Rankin, Becky Riggs, Kim Roberts, Patrick Schuneman, and Cheryl Travis.

The *Networker* is published two times each year by the UT Commission for Women. Comments and suggestions may be forwarded to the Communications Committee in care of Ms. Lori Epperson, senior IT technologist II: lorie@utk.edu or 865.974.2319. *If you are a club advisor, you may receive duplicate copies. Please share extras.*

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The Commission for Women
NETWORKER

The University of Tennessee
2110 Terrace Avenue
Knoxville, Tennessee 37996-3560

**CAMPUS
MAIL**

UT Women in the NEWS



Dr. Susan Martin, Professor of Classics, has been appointed Associate Vice Chancellor for Academic Affairs. She earned her Ph.D. in Classical Philosophy from

the University of Michigan and joined the University of Tennessee faculty in 1981. She served as Head of the Department of Classics from 1991 to 2000 and has been Associate Dean for Academic Personnel in the College of Arts and Sciences since August of 2000.

Dr. Carolyn R. Hodges, head of the Department of Modern and Foreign Languages has been appointed Associate Dean of Academic Personnel. She earned her Ph.D. in Germanic Languages and Literatures from the University of Chicago and joined the University of Tennessee faculty in 1982.

Third-year UT law student **April Hart** of Clinton recently was named Law Student Volunteer of the Year by the Tennessee Bar Association. <http://www.law.utk.edu/NEWS/newshart.htm>

Candace Lewis, UT graduate student in sculpture, was recently a visiting artist at Pittsburg State University in Pittsburg, Kansas. She holds the International Sculpture Center's 2002 Outstanding Student Achievement in Contemporary Sculpture Award.



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CFW Student Perspective

As a UT student, I believe there are many issues on campus that are important. I also believe that there are issues that are more important to students than faculty and vice versa. However, there are some common topics for which all faculty, staff and students care equally.

Interests which faculty and students share include: campus safety, equal opportunities for all races and genders, maintaining a productive academic environment and continuing good community relations. However, due to recent leadership events at The University of Tennessee, the issue of leadership has been added to this list and placed in the spotlight of awareness. Recently, I have seen a consensus among this diverse group of people regarding the issue of leadership of our university. This issue not only matters to the people who work at the university, but to the students who attend the university.

When I asked some of my peers what a "good leader" means to them, many leadership qualities were mentioned. Qualities mentioned were: sincere concern for the group which they lead, integrity, good communicator, honesty, charismatic, challenges others to do better, supportive, a good listener, easy to talk to, stays focused, humble, inspires loyalty, enthusiastic, courageous and empowering.

Most of the people who are connected with the University would like to be proud of the leadership. As a student, I know that the student body wants our University leadership to be strong and to be able to move the University to a higher standard. As a result of recent Presidential problems, community, faculty and student involvement has been requested on committees and in meetings as a new Presidential search commences.

As a student, I see this new search as a new opportunity for the University! What a rare and exciting chance we have to, by our own choosing, select what route this University is going to travel. We have the opportunity to choose a qualified leader to help us obtain all of the goals we have set for ourselves.

Furthermore, as a female student, I and several of my colleagues are a bit concerned about the female representation in the highest positions at the University. There has never been a female President at the University of Tennessee. Currently, a female serves in the office of Vice President, General Counsel and Secretary. Another female also holds the office of Vice President of Administration and Finance. As proud as we are of these women, some of us would like to see the appointment of a female to the office of the President.

According to the Center for Women's Business Research, women entrepreneurs generate nearly \$2.3 trillion in revenues to the U.S. economy. In addition, "Women in Higher Education" reports of 4-year public schools, only 14% of the CEO positions are comprised of females. The University of Tennessee has a long-standing tradition for excellence in teaching, community service and research. We should encourage our search committee to choose a highly qualified, focused and powerful leader to take us to the next step in higher education.

I know she would do a great job.

Kelly Price-Rankin
Ph.D. Student, University of Tennessee

SPRING 2004

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CFW Commentary

Searching for a President

One of the foundations of the Commission for Women, documented in the Bylaws of the Commission, is that the Commission shall "consult in the evaluation, revision and implementation of the University's Affirmative Action Plan and the state-mandated Title IX Plan, and in so doing promote the hiring and promotion of women". In keeping with this charge, an ad hoc Presidential Search Committee was established to compile a list of highly qualified women candidates. The Committee, comprised of well experienced UT academicians and staff, conducted research that focused on seven categories: candidates' current positions, the size and scope of the candidates' current institutions, educational backgrounds, budget performances, management philosophies, previous administrative experiences, and experience with/understanding of NCAA regulations.

The names and titles of nineteen extraordinary women were submitted to the Presidential Search Advisory Committee. These exceptionally well-qualified women are leaders who currently serve in high or the highest administrative positions in academic institutions across the United States. Members of the ad hoc Presidential Search Committee of the CFW were impressed with the quantity and quality of women who could serve as President of UT. We proudly encourage the Search Advisory Committee to pursue further investigation of these leaders as potential presidential candidates. - Pam Hindle, CFW Chairperson

CONNECT WITH THE CFW

Visit the CFW Website by pointing
your web browser to:

<http://cfw.utk.edu>

Join the Women Speak Listserv

by composing an email to:

listserv@listserv.utk.edu

Type the message:

subscribe wmnsspeak followed

by your *first name* then your *last name*

CFW Committees

Communications Committee

Chairperson: Lori Epperson

Deb Haines, Rose Parker, Kelly Rankin, Rhonda Spearman

The Communications Committee is important to the CFW because it provides visibility and connectivity for CFW members and campus community through use of the website (<http://cfw.utk.edu>), the CFW biannual publication *The Networker* and by instituting online committee communication via the Blackboard CourseInfo CFW site at <http://online.utk.edu>.

Equity Issues Committee

Chairperson: Jane Moser

Alan Chesney, Denise Harvey, Jenny Richter, Kimberly Roberts, Cheryl Travis

The Equity Issues Committee is engaged in several exciting activities. The reconstituted Gender and the Workplace was distributed in Fall 2003. Responses are being cataloged, studied, and assessed. Also another project that the Equity Issue committee is involved in assessing non-academic salaries at all UT campuses. And, the 2001-2002 Faculty Salary Study, authored by the Office of Institutional Research and Assessment, will be the third item for equity issues to review and provide appropriate feedback.

(Please read the "Gender in the Workplace" article.)

Mentoring Committee

Chairperson: Nancy Goslee

Peggy Beauvois, Carolyn Hodges, Sarah Keeton, Nancy McGlasson, Jane Moser, Becky Riggs, Sarah Surak, Rosa Thomas, Olga Welch

The Mentoring Committee is an exciting and useful opportunity for women faculty, staff, and students to participate in mutually beneficial mentor/mentee connections. This year's goal is to develop a "mentoring circle" format. (Please read the "Mentoring" article.)

Safety Advisory Committee

Chairperson: Pamela Hindle

Julia Elkins, Deb Glenn, Becky Riggs, Maxine Thompson

This committee is involved with issues of high concern for students, faculty, staff, administrators, and families of all definitions: the safety of individuals who live, work, and learn on this campus. A major goal for this year is for the CFW Safety Committee to work with the Campus Safety Committee and the Traffic and Parking Authority to increase awareness of safety issues of particular importance to women. A secondary goal is to coordinate activities with the Fraternity Affairs and Panhellenic Advisors to educate men and women students on issues of dangerous and hurtful behavior such as drinking to intoxication and date rape.

Work and Family

Chairperson: Kimberly Roberts

Alan Chesney, Mary Fitzgerald, Nancy Howell, Kimberly Roberts, Wendy Syer

The Work and Family Committee will be asked to explore campus issues that affect individuals and the families of individuals connected to this campus. Some examples are the availability of child care facilities, elder care options, family leave, sick leave, flex-time, other employment benefits, and preparing for retirement. Interest has increased in the last several years regarding living wage issues.

CFW Committee Reports

The CFW website has been updated based on University guidelines [<http://cfw.utk.edu>]. WMNSPEAK, the UT listserv site has been updated. Two issues of the CFW Newsletter, *The Networker*, have been published. CFW members have been trained using *Online@UT* for online committee collaboration. Other tasks include posting CFW announcements using campus wide communication tools, such as @tennessee, for broadcast to all faculty, staff and students.

-Lori Epperson, Chairperson

History Archives Special Project

January 30, the CFW Digitization Project Team met over lunch for an introductory and status report of the Digitization Project of the CFW. Commission Chair, Pam Hindle, was introduced to Anthony Smith, Digital Initiatives Coordinator and Arwen Hutt, Metadata Librarian. Other CFW members present were Deb Haines, Nancy Goslee and Thura Mack. It was decided that the project would benefit from digitizing the materials by item type. This will allow the production staff the opportunity to create workflow that is consistent and with better quality. The first priority will be the newsletters, then the meeting minutes. The CFW members will discuss and decide upon a third priority for digitization.

To assist with the ongoing growth and additions to this collection, the library will investigate a strategy that will permit CFW to "self-archive" materials. This will give the CFW the necessary tools (software) to add new materials at any time and as needed. The team briefly talked about the volume of materials to be digitized for the project however this may not be an issue for discussion if a self-archiving strategy is developed. Finally, the group discussed the collection-related photos that were reviewed in Special Collections last year.

Respectfully reported by:

Anthony Smith, Digital Initiatives Coordinator and Thura Mack, CFW Archives Chair

The main focus of Work and Family has been to research the feasibility of a family care needs survey (childcare and elder care). Also, working with UT Faculty Senate and the CFW Communications we have posted revision of Faculty Handbook benefits for CFW review and feedback. Information of *Childcare Center Near the UT Campus* from the "Childcare Resource Guide", created by UT Adult Student Services Center, is posted to the CFW website http://cfw.utk.edu/images/2003/childcare_centers_near_ut_campus.pdf.

-Kimberly Roberts, Chairperson

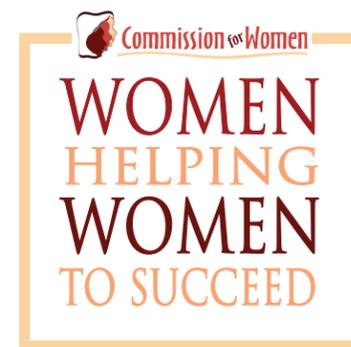
Gender in the Workplace

Staff and faculty had the opportunity to participate in the Gender and the Workplace survey during November and December. The response rate for the staff version of the survey was 22% overall (24% for staff women, 17% for staff men). The faculty version's overall response rate was 28% (31% for both faculty women and men). Some preliminary findings:

- 30% of faculty responded that there is no "glass ceiling" limiting the advancement of women to important administrative positions at the University. 18% of staff say they do not perceive a "glass ceiling."
- Both faculty and staff respondents say that their individual departments take sufficient steps to advance the status of women at UT.
- Child care is a subject that affects a fairly small number of respondents, but those for whom it is a concern consider it to be a very important issue.
- One in five staff respondents and one in ten faculty respondents say they had been sexually harassed while at UT. Most incidents involved unwanted questions/remarks or teasing /jokes of a sexual nature by peers.

Additional analysis will involve breaking down responses by gender for both faculty and staff surveys and by non-exempt/exempt status for the staff survey. The findings will be compared to the 1993 version of the Gender and the Workplace survey to see what has changed in the past decade at the University of Tennessee.

Please check periodically the CFW website for updated information. Upon completion of analysis a final report will be posted.
[HTTP://CFW.UTK.EDU](http://cfw.utk.edu)



The Mentoring Program for spring 2004, again titled "WOMEN HELPING WOMEN TO SUCCEED," is off and running.

Working from registration forms distributed campus-wide in hard copies and on the CFW web site, the committee has matched faculty, staff, and graduate student mentors with undergraduate students. They have organized the pairings by considering career goals and other common interests.

By now, the mentoring pairs have introduced themselves to each other and have begun to talk about those shared goals and interests. Further plans for the committee include a panel discussion on March 18 featuring women from the university and community whose careers have been unusually challenging, and a reception or possibly a tea for all mentoring pairs at the end of the spring term. The committee is also evaluating which student populations may not have been reached by its announcements of the program.

If readers of the *Networker* have suggestions about publicity or about mentoring programs, please email Dr. Nancy M. Goslee, chair of the Mentoring Committee, at ngoslee@utk.edu

Awards UPDATES

The Commission will present several awards at the Chancellor's Honors Banquet later this spring. The **Angie Warren Perkins Award** normally alternates between a tenure-track faculty woman who has shown distinction in research and teaching, and a woman administrator, staff or faculty member, at the level of department head or below, who has made outstanding contributions to university governance or administration. Because no award was made last year, both awards will be presented this year. In addition, the Commission has selected "**Women of Achievement**" in three categories: faculty, staff, and student. These awards honor women who have significantly improved the status of women at the university. Dr. Nancy Goslee, who chairs both committees as the former chair of the Commission, reports strong pools of nominees for all of these awards. "Not only are women accomplishing great things on this campus," remarks Dr. Goslee, "but more people on campus are recognizing their accomplishments."

UT Notable Woman Award

This year's Notable UT Woman Award selection committee consisted of Dr. Cheryl Travis, Courtney Jenkins and was chaired by Margaret Crawford. Sixteen well qualified candidates were nominated for the 2003 Notable UT Woman. The recipient of the 2003 UT Notable Woman award will be presented a framed certificate at the Chancellor's Honors Banquet on April 14, 2004. Her name will be added to the plaque of Notable UT Women that is on display in the University Center and will be honored with a biographical exhibit in Hodges Library. The exhibit may be found on the first floor at the rear of the Jack Reese Galleria and will be on display from April 12-30.

We encourage you to contact any of the committee chairs or members with your opinions and concerns.
WE LOOK FORWARD TO HEARING FROM YOU!
<http://cfw.utk.edu/members.html>

MARCH IS WOMEN'S HISTORY MONTH

Visit the History Channel website <http://www.historychannel.com/exhibits/womenhist/main.html>