



Fall 2004

## Commission for Women - 2004 Fall Issue

Commission for Women

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## 2nd Year for House Calls - Huge Success

Conducted on September 8, the House Calls 2004 program was a complete and total success. Over 80 university representatives from all areas of campus, including academic deans, advisors, professors and student government association members, participated in the program. They visited over 1,500 freshmen "at home" in their dorm rooms. Students were welcomed to the University and were given the chance to ask questions about life at UT. Students could also report any maintenance concerns. Students and visitors alike enjoyed the interaction.

## Calendar of Events

### Women's Coordinating Council Sponsored Events:

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

**October 18-22** • Week of the Woman with Panhellenic

**October 19** • Jen Rock, Sex educator with Helen Ross McNabb Center  
UC Auditorium 7:30 pm

**October 20** • Jamie Hagood, "Women and Political Participation"  
UC auditorium, 8:00 pm

**October 21** • Take Back The Night (Details to come)

**October 25-29** WCC membership drive

**October 28** • Madeline Rogero -- Black Cultural Center, 7:30 pm

**October 30** • Putu Mayo, "Latinas" -- UC Auditorium, 8:00 pm

**November 7-12** • For Colored Girls by Strange Fruit Productions (Details to come)

**November 16** • Rosalyn Baxandall, "Sexual Freedoms and Women's Rights"  
UC Auditorium, 7:30 pm

### Women's Studies Sponsored Events:

**November 18** • Alison Piepmeier & Rory Dicker, "Owning the 'F' Word,  
Why Feminism Still Matters" -- Jessie Harris Building, Room104, 2:15 pm

## Contributors...

A special thanks to the following contributors to the Fall 2004 Networker: Allan Chesney, Margaret Crawford, Lori Epperson, Nancy Goslee, Pam Hindle, Anne Mayhew, Rose Parker, Elizabeth Pemberton, Cheryl Travis and Luiyan Yang.

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. Deb Haines, medical illustrator: dhaines@utk.edu or 865.974.0989. *If you are a club advisor, you may receive duplicate copies. Please share extras.*

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The Commission for Women  
**Netw orker**

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

### 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](mailto:listserv@listserv.utk.edu)

Type the message:  
**subscribe wmnspeak** followed  
by your **first name** then **your last name**

## UT Women in the NEWS

**Dr. Kimberly D. Gwinn**, Associate Professor of Entomology & Plant Pathology, has been awarded the 2004 Knoxville YWCA Tribute to Women's Education Award. Three other University women were selected as finalists this year. **Ms. Monique Anderson**, Associate Dean of Enrollment Services and University Registrar, was a finalist in the Education category. **Ms. Deborah K. Haines**, Medical Illustrator in the College of Veterinary Medicine, and **Dr. Amy Neff**, Associate Professor in the College of Arts and Sciences, were finalists in the Arts category. We salute these talented and amazing women.

**Janalyn R. Brown**, graduate of the UT Department of Civil & Environmental Engineering, winner of the best master's thesis award from the Association of Environmental Engineering and Science Professors.

**Anita Jung**, UT associate professor and printmaker in the School of Art, has a solo exhibit of her artwork at Millsaps College in Jackson, Mississippi, through October 27.

**Dr. Carol Tenopir**, Information Sciences, has won a Fulbright Senior Specialist Scholarship in library science at the University of Oulu, Finland, beginning Sept 2005.



The Commission for Women  
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## Diversity and The University of Tennessee

The University of Tennessee, Knoxville is poised for greatness. Already achieved are impressive levels of nationally and internationally recognized research, academic excellence, and community outreach. We still struggle, however, with the harsh legacy of discrimination. We can change that. We can do more, and do it better, to reach our desired goals of inclusiveness, intellectual freedom, civility, and interculturalism. We can become truly great.

The UT, Knoxville Vice Chancellors and I have a plan to enhance diversity and create a civil society in which our students are prepared to grow and prosper in a world becoming increasingly intercultural and pluralistic. There are four overarching fundamentals:

—The University is committed to respecting diversity in all its forms: different ideas and perspectives, age, ability, race, ethnicity, gender, sexual orientation, religious beliefs, political persuasions, and the socioeconomic and geographic composition of its faculty, staff, and students.

—We approach cultural differences with an attitude of learning from others in order to enrich our own experiences, thus making progress toward a genuinely civil society in which all peoples are welcomed and honored.

—When our ideals fall short in daily practice, we redouble our efforts to achieve a University community that reflects the pluralism of our society and of the world at large.

—As a free marketplace of ideas, the University believes that spirited discussion of diversity in all its manifold aspects and an acknowledgment of the complexity of the issues can only lead to positive change.

In addition to these fundamentals, an Action Plan will focus on four goals:

- 1) Create a Welcoming, Supportive, and Inclusive Campus
- 2) Attract and Retain Greater Numbers of Under-represented Individuals into Faculty, Staff, and Administrative Positions (including department heads, directors, deans, and vice chancellors)
- 3) Attract, Retain, and Graduate Increasing Numbers of Historically Under-represented Students
- 4) Develop and Strengthen Partnerships with Diverse Communities in Tennessee and Beyond

All campus units will be asked to advance detailed plans in support of the Action Plan goals. Each Vice Chancellor will coordinate the creation of his or her unit's plan, and there will be accountability measures for each step to document visible and genuine progress. A comprehensive University-wide plan, comprised of near- and long-term strategies and details of responsibilities for oversight and implementation, will be completed by February 1, 2005.

As work continues, details will be made widely available. It is vital to the success of this process that our entire campus community understands our collective vision. Individual commitment to our goals will bring success. I urge all of you to join in this worthy endeavor. We can become a great University.

Loren Crabtree, Chancellor

## FALL 2004

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## Fair Labor Standards Act

In August of this year, federal regulations that govern overtime pay were changed. The regulations are part of changes in the interpretation of the Fair Labor Standards Act (FLSA). The law determines which employees are exempt from the overtime provisions and which are not. Changes in the regulations are primarily two-fold. One is that the minimum salary level for exempt employees has been raised to \$455 per week. In other words, employees who make less than \$455 on a weekly basis (regardless of amount of time worked) must be treated as non-exempt and are subject to the provisions of the FLSA.

A second exemption, called the Administrative Exemption, now requires that the primary purpose of the job must be decision-making or managerial in order for the job to be classified as exempt. In the past, the guideline was to analyze the proportion of the job that involved clerical, not administrative tasks.

The FLSA intends for employees to be conservative, and when in doubt consider an employee as being non-exempt. As a result of questions from universities, the Department of Labor has indicated that graduate student employees are not considered employees for FLSA purposes and, as a result, are exempt from the law. Therefore, Human Resources will first review those positions which are currently classified as exempt but which under the new guidelines should be classified as non-exempt. Then HR will review situations in which an employee classification should go from non-exempt to exempt. The positions converted from non-exempt to exempt will not lose money as a result of not earning overtime.

If you have any questions about whether or not your job is exempt or non-exempt, call Mike Herbstritt at 974-2889.



## CFW Committees

### Communications Committee

Chairperson: [Deb Haines](#)

Lori Epperson, Rose Parker, Kathleen Bennett

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, Anita Monroe, Jenny Richter, Patrick Schuneman, Cheryl Travis

The Equity Issues Committee is engaged in a project to improve the content and presentation of the annual Faculty Salary Study. Our goals are to create a study that more accurately portrays faculty salary equities and inequities, and to render a more understandable report. This endeavor is supported by Chancellor Crabtree, and is jointly managed by the Commission for Women, the Office of Equity and Diversity, and the Office of Institutional Research and Assessment.

### Mentoring Committee

Co-Chairpersons: [Nancy Goslee](#) and [Jo Lynch](#)

Deb Haines, Carolyn Hodges, Nancy McGlasson, Jane Moser, Izetta Slade, 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 goal is to focus our efforts on undergraduate women who are undecided about fields of study and career options.

### Safety Advisory Committee

Chairperson: [Maxine Thompson](#)

Billie Collier, Julia Elkins, Deb Glenn, Pam Hindle, Stacy Chaffin

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, Wendy Syer

The main focus of the Work and Family Committee is to conduct research for a family care needs survey, to include issues pertaining to childcare and eldercare. This committee, with able assistance from the Communications Committee, has posted pertinent sections of the Faculty Senate Handbook to our CFW website, stimulating the review of Handbook sections that deal with work and family issues.

## The Washington Center for Internships and Academic Seminars

The Washington Center (TWC) is an independent, nonprofit organization affiliated with over 850 colleges and universities. It works with 2,000-3,000 internship placements in Washington, D.C. representing major professional fields in the private, public and nonprofit sectors.

The internship program is open to college students in all majors who are at least second semester sophomores with a minimum 2.75 GPA. Students can receive 12 hours of credit for spring or fall semesters or 9 hours summer credit for:

- 1- An internship, a 4 to 4.5 days a week professional work experience tailored to the student's interests.
- 2- An academic course, selected from 20-30 offerings taught by TWC's faculty.
- 3- The Washington Forum, a series of weekly activities which give interns special programming within their areas of interest, emphasizing public policy.

For additional information and an application: [www.twc.edu](http://www.twc.edu) or 1-800-486-8921. For on-campus assistance: [twc@utk.edu](mailto:twc@utk.edu).

## CFW Committee Reports

The CFW website is updated on a monthly basis [ <http://cfw.utk.edu> ]. WMNSPEAK, the UT listserv site, continues to add new members. Biannual issues of the CFW newsletter, *The Networker*, are 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.  
-Deb Haines, Chairperson

### History Archives Special Project

Margaret Crawford, Deb Haines, Pam Hindle, Nancy Goslee, Thura Mack, Mary Papke, Melanie Feltner-Reichert, Luiyan Yang

The CFW Digitization Project Team has met over the summer and is in the process of learning to use D-Space for digitally archiving historical materials. Melanie Feltner-Reichert continues to be a crucial member implementing the Archive project. Our current CFW graduate assistant, Liuyan Yang, a Master of Science student in Information Sciences, is working with the committee to build a test site. The completed structure will be distributed for review by other Information Sciences experts prior to posting to the public.

### CFW Logo Committee

Stacy Chaffin, Noriko Horiguchi

The Logo Committee is seeking a new logo for the Commission to express inclusion, diversity, and interculturalism.

### Professional Development Committee

Alan Chesney, Billie Collier, Deb Glenn, Deb Haines, Anita Monroe, Mary Papke

Information of Childcare Centers 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](http://cfw.utk.edu/images/2003/childcare_centers_near_ut_campus.pdf).

-Kimberly Roberts, Chairperson

## Marian Scott Moffett (1949-2004)



Marian Scott Moffett, Professor of Architectural History and Theory at the University of Tennessee, died September 26, 2004, at University Hospital. Dr. Moffett was born June 6, 1949, in Johnson City, Tennessee. She received the Bachelor of Architecture degree from North Carolina State University in 1971 and the Master of Architecture and Ph.D. in Architecture from the Massachusetts Institute of Technology in 1973 and 1975.

She is survived by her husband, Kenneth M. Moffett of Knoxville; daughter Alison E. Moffett and her husband, Chris L. Cornish, London, England; mother, Raiford Scott, Indianapolis, Indiana; brothers and sisters-in-law, Beverly and Sylvia Scott and Perry and Lisa Scott, Indianapolis, Indiana; sister and brother-in-law, Lauren and Hampton Mallory of Pittsburgh, Pennsylvania; mother-in-law and father-in-law, Sam and Janet Moffett of Knoxville, and several nieces and nephews. She was preceded in death by her father, Ronald F. Scott.

She joined the faculty of the University of Tennessee in 1975. Dr. Moffett' professional work took her from study of the cantilevered barns of East Tennessee to the wooden architecture of Poland. She recently published a major work, *Buildings Across Time: An Introduction to World Architecture* written with two co-authors. Dr. Moffett was an active participant in University governance, having served as an Associate to the Vice Chancellor for Academic Affairs from 1993 to 1999, Associate Provost from 2000 to 2001, and Associate Dean in the College of Architecture and Design in 2003 and 2004. She served as President of the Faculty Senate in 1985-1986 and offered tireless service on many University committees. Most recently she led in revision of the University Faculty Handbook.

Dr. Moffett was also a past President of the Tennessee Valley Unitarian Universalist Church and was an active member of the Greater Knoxville Recorder Society. She received numerous awards from the University, including the Chancellor's Citation for Extraordinary Service to the University. Marian's greatest awards undoubtedly came from the knowledge that she had used her keen intelligence, her knowledge of architecture, her ability to work with people, and her intense love of music to make the community of Knoxville, the College of Architecture and Design, and the University of Tennessee a better place for students and colleagues. She had an amazing ability to create and fix things with an ease and grace that astounded all around her. A lover of words and wit, she valued highly teaching and music making. She will be greatly missed by her family, friends, students and fellow workers.

A memorial service was held at the Tennessee Valley Unitarian Universalist Church, 2931 Kingston Pike, on Saturday, October 2, at 1 P.M. Contributions to honor Marian may be made to The University of Tennessee College of Architecture and Design, 1715 Volunteer Blvd., University of Tennessee, Knoxville, TN, 37996-2400 or to the Performing Arts and Lecture Series, 2931 Kingston Pike, Knoxville, 37919.

## Awards UPDATES

CALL FOR NOMINATIONS

— UT NOTABLE WOMAN

The Commission for Women recognized its first Notable UT Woman in 1995 after a suggestion from then University Historian, Dr. Milton Klein, recommended that outstanding women connected with the University be honored on an annual basis. The award recognizes women from three rotating categories: administrator, alumnae, faculty and staff. The honoree will be selected by Commission members in December from a slate prepared by the Notable UT Women Committee. The 2004 award will honor a notable woman who is a present or past administrator at the University of Tennessee. The nomination form is online. To access, go to <http://cfw.utk.edu> </redirect?http://cfw.utk.edu> and follow the link available under the "ANNOUNCEMENT" area. Nominations are due by October 22, 2004. For more information, contact Margaret Crawford at 974-4422.

## Women Studies Moves

Women's Studies has moved to rooms 306-311 in the Jessie Harris Bldg. The third floor suite of rooms marks a major improvement in the accessibility of Women's Studies.

Women's Studies became an official university program in 1973 and was initially chaired by Dr. Suzanne Kurth. Other chairs have been Dr. Susan Becker, Dr. Martha Lee Osborne, and most recently Dr. Nancy Goslee. The current chair is Dr. Cheryl Travis ([cstravis@utk.edu](mailto:cstravis@utk.edu)).

Women's Studies offers both an undergraduate major and minor, as well as a graduate certificate. Courses are cross-listed with nearly every department in Arts & Sciences as well as the College of Education, Health & Human Sciences and the College of Law. Students and faculty will have ready access to the Women's Studies library of materials. The new space provides better opportunities for small group meetings and interaction with the graduate teaching associates, Kerrie Kauer ([kkauer@utk.edu](mailto:kkauer@utk.edu)) and Meredith McCarroll ([mmccarro@utk.edu](mailto:mmccarro@utk.edu)).

The Women's Studies phone number is 974-2409. Notices and updates will be available through the website: <http://womensstudies.utk.edu>