



1986

## Commission for Women - 1986 - 1988 Affirmative Action, Various Documents

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**The University of Tennessee, Knoxville**  
**Commission for Women**

Listed below is a summary of female-male faculty and female-male staff exempt appointments for the 1986 fiscal year (up until April 14, 1986 Affirmative Action Bi-Weekly Report). Please note that Column 2 represents these females and males by race.

Column 1	<u>FACULTY</u>		<u>STAFF</u>	
	F	M	F	M
JULY	7	11	15	9
AUGUST	4	1	6	5
SEPTEMBER	1	2	7	5
OCTOBER	0	4	4	0
NOVEMBER	0	2	2	0
DECEMBER	0	2	4	7
JANUARY	0	2	1	3
FEBRUARY	0	0	4	1
MARCH	3	0	11	9
APRIL	<u>0</u>	<u>3</u>	<u>1</u>	<u>2</u>
	Total: 15	27	55	41

COLUMN 2	<u>FACULTY</u>			
	NBF	BF	NBM	BM
JULY	5	2	11	0
AUGUST	4	0	1	0
SEPTEMBER	1	0	2	0
OCTOBER	0	0	4	0
NOVEMBER	0	0	2	0

2) Column 2 continues...

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	NBF	BF	NBM	BM
DECEMBER	0	0	2	0
JANUARY	0	0	2	0
FEBRUARY	0	0	0	0
MARCH	3	0	0	0
APRIL	0	0	3	0
Total:	13	2	27	0

STAFF

	NBF	BF	NBM	BM
JULY	15	0	7	2
AUGUST	6	0	5	0
SEPTEMBER	7	0	4	1
OCTOBER	4	0	0	0
NOVEMBER	2	0	0	0
DECEMBER	4	0	7	0
JANUARY	1	0	3	0
FEBRUARY	4	0	1	0
MARCH	9	2	9	0
APRIL	1	0	2	0
Total:	53	2	38	3

SLC

COMMISSION FOR WOMEN

March 5, 1987

Items for discussion with Lola Dodge concerning the UTK Affirmative Action Plan (1986):

1. Need for clear definition of "affirmative action" early in document.
  
2. Sexual harassment
  - a. process for complaint is unclear (37-38)
  - b. suggest that this information be in pamphlet form readily available to students
  
3. How will monitoring of recruitment of staff exempt and faculty be accomplished? (40)
  
4. Monthly summary report (41) is very hard to use. Could a condensed summary be produced?
  
5. Commission would like to have a copy of the following reports:
  - a. monthly summary of recruitment efforts and applicant flow (41)
  
  - b. termination semi-annual summary (42)
  
  - c. summary of promotions (43)

d. list of all persons holding the same title from the lowest to the highest FTE twelve month salary (44)

6. Request clarification of Appendix E, page 122.

*file*

THE UNIVERSITY OF TENNESSEE  
KNOXVILLE



Commission  
for Women

TO: Chancellor Jack Reese  
FROM: Linda Burton, Chair  
Commission for Women  
DATE: March 3, 1988  
SUBJECT: FIPSE Proposal

I am writing to express my support for funding the proposal "Toward Equal Opportunity and Retention: Using Video as a Strategic Change Agent." Until people become sensitized to their own "legitimate 'blindness,'" racism on college campuses will continue. Video shorts have been proven to be effective in providing opportunities to increase individual awareness. In fact, these video shorts could be used throughout The University of Tennessee (and other universities as well) as part of ongoing training programs.

The Commission for Women is proud to support this worthwhile project which will help The University of Tennessee, Knoxville become an even greater University.

c: Camille Hazeur