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THE ANNUAL REPORT

THE UNIVERSITY OF TENNESSEE, KNOXVILLE
COMMISSION FOR WOMEN
1975-76

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THE UNIVERSITY OF TENNESSEE, KNOXVILLE
COMMISSION FOR WOMEN

Annual Report - 1975-76

INTRODUCTION

In partial fulfillment of the charge issued to the University of Tennessee, Knoxville, Commission for Women at its inception by the Task Force on Women in 1970, the 1975-76 Annual Report on the activities and progress of the Commission for Women is presented to interested members of the University of Tennessee, Knoxville, community. It is the hope of the Commission that the following report will provide the reader with an introduction to the major issues which are of concern to women at U.T.K., and may serve to motivate the involvement of persons across this campus toward alleviating the problems faced by women at U.T.K.

Looking back over the past year the Commission for Women can find significant cause for optimism as we enter the academic year 1976-77. A full-time Affirmative Action Coordinator has been employed. The Commission was significantly involved in the selection process, as well as in the drafting of the U.T.K. Affirmative Action Plan. The Women's Center is scheduled to open October 1, 1976, under the competent direction of Ms. Cindy Straub. The Women's Athletic Program is underway, complete with scholarships and a well-qualified Athletic Director, Ms. Gloria Ray. The Commission for Women has been positively involved in each of these accomplishments for women at U.T.K.; the consensus of the C.F.W. members is that much progress has taken place during the 1975-76 academic year. Moreover, the relationship between C.F.W. and the administration, which was tenuous as the previous year began, is growing to be one of mutual respect which allows for a more unified coordination of effort. The year 1976-77 certainly is one that offers many challenges, but the progress of 1975-76 enables the Commission for Women to face these challenges with strength and dedication in the sure knowledge that central administration supports quality programs for women.

The format of this Annual Report differs somewhat from previous ones: The complete minutes of the meetings are not provided; rather, the primary focuses of Commission concerns are discussed in a chronological, developmental format enabling the reader to examine each issue as an integrated whole. If for some reason, the full minutes are desired for reference, they are currently on file with the Commission for Women materials in the Department of Child and Family Studies.

The following report will present eight areas of Commission concern in the year 1975-76. Listed alphabetically the areas are Affirmative Action, Clerical Issues, Salary Study, Title IX, Women in Academia, Women in Athletics, Women's Center and the Women's Handbook.

AFFIRMATIVE ACTION

Policies related to the instigation of Affirmative Action programs on university campuses have a particular impact upon women in the academic setting. This fact established the formulation of a workable Affirmative Action Plan and the selection of a capable Affirmative Action Coordinator as mandates for the Commission for Women. The Commission worked closely with Dr. Luke Ebersole, Affirmative Action Officer, toward these goals.

Throughout the academic year the Commission addressed itself to issues involved with Affirmative Action; at each quarterly meeting with Chancellor Reese and Vice Chancellor Ebersole, some aspect related to Affirmative Action was discussed. Two Commission members worked directly with the Affirmative Action process: Dr. Suzanne Kurth participated in the screening committee for the Affirmative Action Coordinator, and in that role kept the Commission informed on the progress of the search and interview process; Dr. Sarah Blanshei served as a member of the committee formed to draft the University Affirmative Action Plan providing the Commission with ongoing progress reports as well

Commission for Women meetings focused on development of a comprehensive understanding of Affirmative Action policy. Specific issues of Commission concern were devoted to identifying steps of the grievance procedure, the possible use of Affirmative Action procedures in the evaluation of department heads and the need to publicize the grievance procedure into a format that will be accessible, both physically and operationally, to people who need it. On this last issue, Chancellor Reese, speaking to the Commission on February 16, 1976, stated he was in favor of issuing a publication that would describe the various specific vehicles of appeal. His subsequent newsletters detailed the plans and are a valuable asset in the implementation of Affirmative Action policy.

The year 1976-77 will be of crucial importance with respect to the University of Tennessee, Knoxville, Affirmative Action Plan. A full-time Coordinator has been selected and the commitment to Affirmative Action on this campus has become apparent. The University of Tennessee, Knoxville, Commission for Women will certainly be interested in the progress made and will work in any way possible to see that the Affirmative Action policy is implemented to the maximum benefit of women and other minorities at the University of Tennessee, Knoxville.

CLERICAL ISSUES

The status of the clerical and supporting staff at the University of Tennessee, Knoxville, has long been a concern of the Commission for Women. The main focus of this concern is related to the fact that the persons employed at this level are predominantly female.

The general issues that the Commission addressed were: the seeming disparity between job descriptions and the tasks actually performed; the procedures involved in reclassification; the existence and rationale behind "dry" promotions; and the general

unavailability of job descriptions. A sub-committee of C.F.W. members headed by Ms. Barbara Baldwin informed and educated the Commission on the issues previously mentioned as well as provided an historical perspective of clerical issues at U.T.K. As a further investigatory procedure the Commission planned a meeting with Mr. Ed Bennett, Director of Personnel, and his staff for June 22, 1976. The meeting focused around issues related to the job reclassification process and the availability of job descriptions.

As a result of the meeting with the Bennett staff as well as the recommendations discussed by the C.F.W., the following priorities were identified for Commission for Women follow-up:

- 1) The increased availability of job descriptions;
- 2) Change in the policy concerning the requirement of notification of an individual's supervisor of the intent to seek employment in another area;
- 5) Instigation of a statement of specific reasons for informing an employee of a reclassification denial;
- 4) The notification through the proper university channels that, according to the Director of Personnel, there is no limit placed on the number of personnel ranks within a given department.

In conclusion, clerical and supporting staff issues will continue to be of top priority with the Commission for Women.

SALARY STUDY

A Salary Study is conducted annually by the Office of Institutional Research at U.T.K. The Commission was particularly interested in assessing inequities between the salaries of male and female faculty. The major focus of this concern was basically two-fold: To familiarize members with the strengths and weaknesses of the existing surveys and secondly, to recommend changes to improve the quality of future surveys.

The Commission began formal discussion of the Salary Study at the February 12, 1976 meeting. It was the consensus of the Commission that the basic flaw of the 1975 survey was its reliance on group data combined with the use of a statistical measurement technique that was not the most sensitive to inequities between male and female salaries. The following suggestions were made: To look at other salary studies for alternative, more appropriate measurement techniques, two specific examples mentioned for examination were the procedures followed at the Tennessee Valley Authority in Knoxville and at the University of Maryland; to conduct the salary study by departments; to establish a ruling on the Administrative/Professional rank; and, to include a measure that incorporates years of experience elsewhere than at U.T.K.

At the February 16, 1976 meeting with Chancellor Reese, the issue of the Salary Study was addressed by Dr. Luke Ebersole, who stressed that there are ongoing efforts at U.T.K. to equalize salaries between male and female employees. The practice of relying on department heads to assess and acknowledge salary inequities within their respective departments was discussed.

An issue related to the Salary Study is the fact that for University employees in Administrative/Professional categories there are not the consistent job descriptions accompanied by consistent salaries by rank that are found within the academic units, thus salary inequity is difficult to ascertain. Ms. Susan Gordan brought this issue to the attention of Chancellor Reese at the February 16 meeting. He responded that the problem should be worked out on a title basis.

Employee access to collected salary data was another focus of the Commission. It was the consensus of the C.F.W. members that the Chairperson suggest that Chancellor Reese send a memo

to all faculty members to inform them of their right to a salary review. It was anticipated that the Commission would issue a memo emphasizing the salary review to all women faculty members.

Speaking at the May 4, 1976 meeting, Chancellor Reese informed the Commission that he had drafted a statement to be published in the Newsletter informing faculty of their rights to a salary review in response to the Commission's request mentioned in the preceding paragraph. Two summer Newsletters were released. A further Commission request that a C.F.W. member be present when salary reviews are conducted was refused on the grounds that it might be an invasion of privacy and that to admit C.F.W. members would necessitate the inclusion of other interested groups as well. The Commission recognized this viewpoint.

The last C.F.W. meeting of the academic year 1975-76 focused on the Salary Study. Dr. Suzanne Larsen, from the Office of Institutional Research, was the guest speaker. Dr. Jo Lynn Cunningham, a statistician from the College of Home Economics, discussed the alternative statistical analysis which could be conducted to provide a more sensitive, descriptive salary study. Dr. Larsen stated that given the U.T. computer system and the specific program design, a department-by-department salary study could be implemented, though it would entail substantial, complicated procedures. The Commission for Women continues in its position that this type of study should be conducted; certainly it may be more difficult to compute, but the results will provide a clearer representation of the salary differential of male and female employees at U.T.K.

TITLE IX

Title IX was in the forefront of numerous issues addressed by C.F.W. in 1975-76. The Commission was particularly interested in issues related to the impact of Title IX policy upon the hiring

and promotion of women and minorities at U.T.K., and, more specifically, upon the possibility of application it might have for the position of clerical employees on this campus.

Ms. Mary Ellen Mitchell headed the C.F.W. sub-committee on Title IX, which served the Commission as a whole by increasing our knowledge and awareness of specific issues at U.T.K. where Title IX might have application. Copies of the relevant portion of the Title IX documents were distributed to C.F.W. members.

During Spring Quarter, 1976, the Commission for Women was involved in two workshops on the dissemination and application of Title IX. The first workshop on Title IX was presented by Ms. Joanna Allman and Dr. Norma Mertz, from the Educational Employment Opportunities Planning Center, and centered around the defining of certain issues within Title IX itself. Specific examples of "cases tried" related to academia were discussed in terms of their precedence. Mr. John Morris, the Title IX representative from the Office of Civil Rights in Atlanta, was the speaker at the second C.F.W./Title IX workshop on May 13, 1976. He presented an historical perspective on Title IX within the context of other discrimination policy. Questions by the C.F.W. members attending the workshop followed his presentation and were basically involved with the application of Title IX to specific issues at U.T.K.

Title IX certainly will continue to be an issue of concern at all educational facilities receiving federal funds. The Commission for Women at U.T.K. is committed to removal of all sex discrimination in education and will work to see that Title IX is implemented to its maximum potential at U.T.K.

WOMEN IN ATHLETICS

Fall Quarter, 1975 found much attention focused on women's athletics at the University of Tennessee, Knoxville. A Task

Force for examining issues related to women in athletics at U.T.K. was established with Ms. Marty Begalla acting as the chairperson. The charge to the Task Force was to develop a comprehensive report on the status of women athletes at U.T.K., and to make recommendations regarding the future of the women's athletic program. Open hearings were conducted for the purpose of allowing divergent opinions and proposals to be voiced.

The University of Tennessee, Knoxville, Commission for Women maintained direct interface with the Task Force through two mutual members: Ms. Marty Begalla and Dr. Nancy Lay. Additionally, a sub-committee was formed within C.F.W., headed by Dr. Rich Arvey, to address specific issues and make recommendations to the Commission, and on behalf of the Commission regarding the status of women in athletics. The Commission further notified the Administration of their unanimous support of issues related to the equal treatment of males and females in athletics. It was suggested by members of the Athletics Sub-Committee that the Commission act as a counterbalance to assure that the procedures outlined in the report on Women in Athletics was followed.

At the Spring meeting of the Commission for Women with Chancellor Reese, May 4, 1976, Dr. Rich Arvey requested that the Athletic Sub-Committee needed access to more formal input into the decision-making process regarding women in athletics. Chancellor Reese indicated that he would continue to request and seek C.F.W. input into issues related to the women in athletics area.

At the June 3, 1976, meeting of C.F.W, Ms. Marty Begalla announced that funding had been provided for the Women's Athletics Director and that she would be serving as a member of the Search Committee to fill that position. Ms. Gloria Ray accepted the position.

The Commission for Women has an ongoing commitment to equality for women in athletics. The planned strategies listed below are indicative of our commitment:

- 1) To provide a supportive role for the new Women's Athletic Director and her staff;
- 2) The pursuit of any financial resources to support the Women's Athletics Program;
- 3) To see that procedures outlined in the report on Women in Athletics are followed; and,
- 4) Attendance at all women's athletics events whenever possible.

WOMEN IN ACADEMIA

Within the academic setting the treatment of women students is decisive in terms of the development of their intellectual, social, and emotional potential. Throughout the past several years, research at all levels of the educational hierarchy has ascertained that female students are not provided with equal educational opportunity. The University of Tennessee, Knoxville, Commission for Women has been investigating the academic situation on this campus. The investigation has taken several forms: several students have reported specific incidents to the Commission involving sexism in areas of housing and advising; faculty members report that they have observed sexist behaviors on the part of colleagues within their departments. Therefore, the Commission for Women generated a two-pronged plan: (1) to identify specific examples of sexism, and (2) to plan steps for alleviating sexism. These tasks will be of first priority for the coming year.

WOMEN'S CENTER

The University of Tennessee, Knoxville, Commission for Women worked with Dr. Howard Aldmon, Vice Chancellor for Student Affairs, the Women's Coordinating Council, and the Student Activities Office throughout the 1975-76 academic year on issues related to the establishment of a Women's Center. There was great need for coordination of programs and issues related to women at the University of Tennessee, Knoxville. The Commission participated in the planning and decision-making phases of the Women's Center, assisted in drawing up the Program Advisor job description, and was represented on the Search Committee for the Program Advisor.

Dr. Aldmon first proposed the specific plan for the establishment of the Women's Center to be housed in the Student Center and administered through the Student Activities Office. On January 27, a joint meeting of the Commission and the Women's Coordinating Council (W.C.C.) was addressed by Dr. Aldmon and Mr. Phil Scheurer, Director of Student Activities. A more detailed description of the proposed Women's Center was presented at this meeting. Ms. Kristen Oen, President of W.C.C., distributed an outline of W.C.C. expectations for the proposed Center which listed specific requirements under the topics of Information/Referral Function, Programming Function, and Physical and Administrative Issues. Students from both groups expressed three major concerns: (1) That a specific, well-qualified person be hired to direct activities related to women; (2) that space be allocated for women to meet, socialize and study; and, (3) that communication resources be available.

The Commission for Women endorsed the proposed Women's Center on March 9, 1976, after considerable debate on the pros and cons of the proposed Center. The main objection to the Center voiced by Commission members was that the space might not be adequate

for growth; therefore, the Commission chose to view the new Women's Center as an exciting, adequate starting point toward the realization of meeting the needs of female students at the University of Tennessee, Knoxville. Should the demand for space and services be greater than the Women's Center can provide, expansion within that location, i.e., the Student Center, or into another, perhaps self-contained space, was specified in the endorsement sent by the Commission to Student Activities.

Ms. Cathy Farmer served on the Search Committee for the Women's Center Program Advisor, and in that capacity kept the Commission informed on the progress of the Center in general, and the interview process specifically. The selection of Ms. Cynthia Straub as Program Advisor, and the proposed opening date of October 1, 1976, for the Women's Center is indicative that a Women's Center at U.T.K. is becoming a reality. The Commission applauds the endeavors of all those concerned with the establishment of the Center, and pledges its support to its growth and success.

WOMEN'S HANDBOOK

At the first meeting of the 1975-76 Commission for Women, Chancellor Reese expressed his concern that a handbook, specifically designed for University of Tennessee, Knoxville, women be developed as a project of the Commission. Interestingly, when the annual reports from previous Commission were examined, the handbook issue is seen to be a recurrent one dating back to 1971.

Further research by the 1975-76 Commission for Women led to the revelation that a handbook had, in fact, been prepared by the C.F.W., 1974-75, but due to lack of funds, had not been published. The Commission recommended that the Chairperson proceed to request the necessary funding for the handbook project, with the plan being to publish the 1975 handbook giving credit to the 1974-75 Commission for Women for its development. With Vice Chancellor Ebersole's cooperation, funding for the handbook was

provided. A sub-committee of C.F.W. members, headed by Ms. Cathy Farmer, was established to edit and update the 1975 handbook. Several problematic areas with respect to this process became evident: The changes across campus had rendered much of the previously collected information obsolete; several issues involving women were not covered with the scope that had been anticipated, and the status of the proposed Women's Center. The sub-committee found it impossible to include specific services that the Women's Center would render, within the handbook, since the Center was still in a planning stage; however, to delete the specifics would certainly be a weakness in the handbook. The sub-committee decided to put a hold on the handbook until these issues could be resolved.

In May, 1976, the planning committee for the Women's Center conveyed to the Commission for Women their plans to publish a Women's Handbook as one of their first priorities. The sub-committee of C.F.W. elected to consolidate our handbook efforts with those of the Women's Center; our collected information was forwarded to the Women's Center and a professional, comprehensive handbook for women will be available Fall, 1976.

PRIORITIES FOR THE FUTURE

At the October 27, 1976 meeting of the 1976-77 Commission the following sub-committees and priorities were identified.

(1) Affirmative Action - The subcommittee members are S. Wynn, S. Blanshei, and M. Richards. The first objective of this sub-committee will be to examine the Affirmative Action Plan carefully and summarize key points for the Commission. Secondly, to establish a channel for C.F.W. input into implementation of the plan.

(2) Clerical issues - Serving on this sub-committee are B. Baldwin and N. Scott. This sub-committee's first priority will be to meet with the Employee Relations Committee and other clerical and

supporting staff to ascertain their current concerns. In addition, to assist them in locating channels for solving problems identified last year.

(3) Salary Study - It was decided that the salary study for the year should be conducted as it was last year. Members agreed to address issues of levels of confidentiality. J. Kuipers and S. Bell will bring this issue before the executive committee of the Faculty Senate.

(4) Promotion and Tenure Study - The sub-committee members are S. Bell, R. Nooe, and M. E. Mitchell. The initial responsibility of the sub-committee will be to define questions and determine areas of C.F.W. input into the study to be conducted by the Office of Institutional Research.

(5) Title IX - The sub-committee members are P. Ball and M. E. Mitchell. S. Whitney agreed to keep the Commission posted on any issues of importance concerning Title IX. G. Ray will evaluate compliance in the area of Women's Athletics.

(6) Women in Academia - The sub-committee consists of S. Kurth, J. Kuipers, P. Ball, C. Straub, and J. Robustelli. They will address issues related to instruction, advising, and career counseling.

(7) Communication - This area will be handled by J. Crook. A series of articles for the Beacon and News-Sentinel are planned. The purpose is to inform the larger community of the activities of the C.F.W. and encourage a broad and diverse input.

The continued commitment and positive support of the U.T.K. Administration and a Commission for Women working hard to sensitize and educate others, could reduce the crippling of human potential that results from sexist belief systems and behaviors on the campus.