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## Annual Report 1983 - 1984

Commission for Women

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AUG 29 1984

ANNUAL REPORT

COMMISSION FOR WOMEN  
1983-84

Prepared by  
Gail Clay, Chair

Commission Members

Monique Anderson  
Susan Becker  
Linda Burton  
Jane Cassell  
Gail Disney  
Jane Dunlap  
Dorothy Hendricks

Mary Jo Hoover  
Marcia E. Katz  
Nicole LePoutre  
Patricia McClam  
Jacqueline McInnis  
Naomi Meara  
Martha Lee Osborne

Madge Phillips  
Jane Redmond  
Deborah Schriver  
Beverly Sweeney  
Ann Wachter  
Judy Webster  
Lucy Hamilton-ex officio

Students

Carla Damewood  
JoVon Ricks

Karen Rose  
Elizabeth Schaff

## ANNUAL REPORT

### 1983-84 GOALS AND OBJECTIVES OF THE COMMISSION FOR WOMEN

1. Continuation of the Networker and the Focus on Women luncheons.
2. Continuation of efforts to establish an effective network among the women of the University.
3. Plan and present social opportunities for CFW to meet with University administration, college deans, and department heads for informal discussions. The meetings would be for two-way information exchange.
4. Reconstitute the open forums for all women with emphasis on the participation of clerical and support staff and students.
5. Support the efforts of the Faculty Senate and other campus organizations in communicating to the State Legislative the critical need for increased funding for higher education.
6. To seek positive means of involving women in the administration and the administrative decisions, and create an awareness within the administration of the many contributions made by women to the mission of the institution, including the identification of women for entry level administrative positions
7. To continue efforts to improve the benefits for parttime faculty and staff.
8. To continue to provide encouragement and support for University programs and services to assist women students, faculty, and staff.
9. To be an advocate for programs and services that foster the professional growth and development of women within the University community. Such an advocacy role may include monitoring problem areas and publicly addressing the concern of women.
10. To establish a network for identifying qualified candidates for administrative and faculty positions within higher education. File the information as a talent bank, in an orderly manner, for efficient use when such positions become available at UTK and other institutions.

The 1984 Commission for Women engaged in an interesting and productive program throughout the year.

The major highlights were:

1. The CFW newsletter, Networker
2. The second "Women of Achievement"
3. Rechartering of Alpha Lambda Delta
4. Seminar - Women in Leadership

## NETWORKER

The Networker, edited by Nancy Hild, presented four issues during the year including a special issue for "Women of Achievement." The newsletter is important to the women of the university as it provides a variety of information for women in their efforts to gain credibility and involvement in the affairs of the university.

Ms. Hild has performed admirably for the publication since 1982. She is the editor, reporter, layout artist and printer. She has worked with the journalism faculty to provide experience for students, and her Master's thesis identifies the role and needs of specialized publications as the Networker.

## WOMEN OF ACHIEVEMENT

The second "Women of Achievement" was conducted November 10, 1983, in the University Center. Over sixty women from throughout the university system were honored for their many valuable contributions to the university and the community. Graduate and undergraduate women with the highest grade point averages were recognized with certificates from the Chancellor and CFW. Approximately 275 graduate students and 325 undergraduates met the grade point averages required. The featured speaker for the event was Dr. Louise McBee, Associate Vice President of Academic Affairs, University of Georgia.

The committee for the event worked for six months to plan and present the program.

The committee chairs were:

Overall Coordinator	Mary Jo Hoover
Awards Selection	Madge Phillips & Betsey Creekmore
Awards Presentation	Susan Becker
Publicity	Jane Dunlap & Jane Pope
Printed Materials	Beverly Sweeney
Invitations	Jackie McInnis
Arrangments (Program/Reception)	Louise Josephson

A special thanks was extended to Knoxville Women's Watercolor Society for the loan of artwork for use during the reception.

The Commission also recognized Dr. Luke Ebersole for his many contributions to the group since its beginning in 1973. Dr. Ebersole was given his own star, so everyone "can wish upon Luke's star."

## ALPHA LAMBDA DELTA

The Commission initiated plans for the re-chartering of Alpha Lambda Delta in July 1983. A committee of Betsey Creekmore, Madge Phillips, Naomi Meara, Susan Becker and Gail Clay worked with the ALD national president, Dr. Louise McBee and ALD executive secretary, Barbara Quilling to recharter the organization at UT-K.

Deborah Schriver and Lucy Hamilton did the work essential for the UT-K chapter. Over 150 men and women accepted the invitation to join, and the installation occurred on April 16, 1984, in the University Center Ballroom. Financial support for the reception was provided by the Student Activities Office.

## WOMEN IN LEADERSHIP SEMINAR

One of the outstanding achievements of the Commission was the seminar, Women In Leadership. The seminar was developed in response to numerous suggestions through the years for such a program. Mary Jo Hoover, Lucy Hamilton, Patricia McClam and Gail Clay worked with Linda Burton, Personnel Training Center, to plan and present the day-long work shop.

Ten topics were presented by experts from within the university. All sessions were evaluated as "excellent" and the responses strongly support the continuation of similar developmental workshops.

Dr. Margaret Perry, associate vice president for Academic Affairs at Tennessee Technological University, was the featured luncheon speaker, and she presented an outstanding address. Dr. Perry is a former faculty member in the College of Home Economics.

## OPEN FORUMS

Provost George Wheeler accepted the invitation of CFW to appear in a forum setting on March 1, 1984.

Dr. Wheeler responded to six questions the Commission submitted to him prior to the forum. They were (1) the disparity in salaries between men and women at UT; (2) the fact that less than 10 percent of all full professors at UT are women; (3) the encouragement of including women's contributions in all courses, not just courses taught in women's studies; (4) the alleged fear, especially in some non-tenured faculty women, that prevents them from teaching a controversial subject, taking an unpopular stand on public issues, or disagreeing with senior colleagues; (5) the establishment of a part-time administrative position for a woman in his office. (Dr. Wheeler took the occasion to announce that he was establishing a full-time position as assistant provost in his office, and that the first appointee would be a female faculty member at UT. He asked for nominations for qualified candidates); (6) Dr. Wheeler's perceptions of the results of the UTK Affirmative Action Office activities.

Marcia Katz chaired the program assisted by June Cassell, Jane Dunlap and Martha Lee Osborne.

The second open forum on May 10, 1984, featured Mr. Homer Fisher, Executive Vice Chancellor for Business, Planning, and Administration, and Mr. Edward Bennett, Associate Vice Chancellor for Business, Planning, and Administration.

They responded to pre-submitted questions related to personnel, salaries, affirmative action concerns, and other questions.

Nicole LePoutre, Beverly Sweeney, Deborah Schriver, and Susan Becker developed the questions submitted prior to the forum.

The interest demonstrated at this forum necessitated the scheduling of a second session for presentation during the summer.

The forums are a valuable part of the Commission's overall plans to reach out to all women in the university.

#### FOCUS ON WOMEN LUNCHEONS

The subcommittee for "Focus on Women" luncheons was co-chaired by Ann Wachter and Nicole LePoutre and assisted by Jackie McInnis and Marcia Katz.

Fall Quarter - Joan Cronan, UTK Women's Athletic Director  
"We've Come A Long Way, Baby, But Where Do We Go Now"

Winter Quarter - Rebecca Judy, Private Social Practitioner  
"Treating Sexual Abused Women"

Spring Quarter - Kate Milo, Graduate Student in Advertising  
"Women in Advertising Today"

#### WOMEN'S CENTER ADVISOR

The Commission was consulted on the plan to restructure the Women's Center after the resignation of Cornelia Strickland during the summer.

The Chair agreed with the proposed organization which included promoting Lucy Hamilton to Assistant Program Director and Director of Women's Center.

The Women's Studies Advisory Committee expressed concern about filling the position without a comprehensive search.

The Women's Studies committee, chaired by Martha Lee Osborne, met with Dean Philip Scheurer and Ms. Hamilton, and the differences were amicably resolved. The Women's Center will present a year-long program in 1984-85 celebrating the 10th anniversary of Women's Studies.

### Other Activities of CFW in 1983-84

1. Engaged in the interview process for  
Provost  
Dean of Admissions  
Director Career Planning and Placement  
Physicians for Student Health Clinic  
(1 female and 1 male selected)
2. Continued to support the efforts to improved benefits for part-time faculty and staff - (Gail Disney is the catalyst)
3. Continued efforts to improve campus lighting
4. Served as the advocate for women whenever and wherever possible
5. Continued to encourage the appointment of women to open positions within the university
6. Continued to support/encourage support of the Women's Athletic program
7. Talked with Chancellor Reese of his expectations of the Commission over lunch in May

### PERSONAL POSTSCRIPT

It has been my pleasure, and sometimes my frustration, to have chaired the UT-K Commission for Women for the past three years. I sincerely believe the women within the university are making progress in their long battle to be recognized as productive, contributing members to the goals of the institution. Women are being appointed to major positions; women are serving on search committees; women are encouraged to present ideas and plans for administrative consideration; women, their views and opinions, are respected.

I know there are areas that women are under-utilized, but we must continue to be visable, to strongly advocate the ideas of women, and above all else, excel in our assignments.

Thank you for allowing me to be a part of an exciting three years for the Commission for Women.