



1984

## **1984 Correspondence between Gail Clay and Doris Sterling re Food Service Department Equity Adjustments**

Commission for Women

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THE UNIVERSITY OF TENNESSEE  
KNOXVILLE 37916  
FOOD SERVICES DEPARTMENT

May 25, 1984

Ms. Gail Clay, Chair  
Commission for Women  
329 University Center  
Campus

Dear Ms. Clay:


The clerical employees in the Food Service Department are requesting the assistance of the Commission for Women in acquiring "Equity Adjustments" to alleviate the inequities that exist in job titles, grade levels and salaries.

Throughout many years of financial success in the Food Service Department, these employees have received little promotional opportunities and no attention to the upgrading of their positions or salaries.

We feel that funding is sufficient for this to be done at this time. Funding has been provided for exempt salary increases within the fiscal years; therefore we are asking that funding for these adjustments be arranged from the funds that are turned back to the University administration each year.

Thank you.

Yours truly,

  
Doris F. Sterling  
Food Service Clerical  
Employee Representative

DS

The University of Tennessee, Knoxville  
Commission for Women

June 5, 1984

Doris Sterling  
Presidential Court Central Food  
1017 Francis Street  
CAMPUS 37996-3601

Dear Doris:

I want to thank you for the opportunity to meet with you and the other Food Service employees and to learn of your concerns. It is my strong feeling that the better the lines of communication are throughout the university the more likely we are to reach creative solutions.

The Commission for Women, I feel, has an important role to play in fostering this kind of open communication, and on behalf of the Commission, in this regard, I plan to bring your concerns to the attention of those responsible for review of job titles, grade levels and salaries.

Homer Fisher, Executive Associate Vice Chancellor, in his letter to me of May 21st, indicated that the Personnel Department is working out a plan to conduct periodic job audits of entire units. It may well be that Food Services would be an ideal place to start and I will try to encourage this possibility.

Doris, I hope you will understand that the Commission can make no recommendation as to how the funds of any particular unit will be allocated. I can only hope that as the problems become known through our regular procedures and whatever aid the Commission can be in that area, appropriate solutions will be found.

Sincerely,

Gail Clay  
Chair

GC/brh

cc: Mary Jo Hoover