



University of Tennessee, Knoxville
**TRACE: Tennessee Research and Creative
Exchange**

The Networker

Commission for Women

Spring 2005

Networker 2005 Spring Issue

Commission for Women

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Send Roses Awards (continued)

Mary Lynn Holloway, Manager, Parking Services

"Mary Lynn Holloway exemplifies customer service. Hers is a thankless job. No one calls Parking Services to express their thanks; no one stands in line to tender a compliment to Mary Lynn and her staff.

Mary Lynn sees that email is sent to let the university community know of problems such as construction, which will affect parking and/or transportation service. She personally rides "The T" to be sure that students are being well-served, and she investigates all complaints about service or parking unavailability. She goes the last mile to arrange for special permits for group and lecturers coming to campus.

Mary Lynn always takes complaints seriously and works to resolve them. We take her for granted, but her professionalism and consistent "can do" attitude are extremely worthy of recognition." - Ms. Betsey Creekmore

Brenda Lawson, Compliance Officer, Office of Research

"In her position as compliance Coordinator, Ms. Lawson interacts with faculty, students, and staff across the campus. She is the first line voice for all issues of compliance, including use of human and animal subjects, biological materials and radiological materials in research. She takes this public position very seriously and is known for her high level of customer service. No one who makes inquiries of Ms. Lawson goes away without some level of information. If she is not the person to help them, she finds the appropriate office to deal with their issues. A most outstanding feature of Ms. Lawson's interaction with faculty, students, and staff is her personal involvement. She goes beyond the ordinary to ensure that compliance procedures and regulations will be supports, not barriers, to researchers.

UTK is fortunate to have someone with Ms. Lawson's professional and personal qualifications overseeing our research compliance."

-Dr. Billie Collier

Stephanie Mazzeo Kit, Associate Director, Career Services

"Stephanie has a long history of paying a great deal of individual attention to her student and alumnae clients at Career Services. She offers to provide them assistance beyond what one might normally expect from someone in a career counseling role. She receives extremely positive feedback each semester from the students in her sections of a one credit course, Exploring Majors and Careers. Stephanie goes the extra mile when it comes to providing service to the University of Tennessee community.

Stephanie mentors new staff and graduate students, both graduate assistants and practicum students at Career Services. She helps them adjust to the Knoxville Community, to the UT community and to Career Services. She also works with a number of doctoral interns from Counseling Psychology and aids them in gaining career counseling experience a part of their professional expertise.

In 2004 both the Ronald McNair Program and Minority Students Affairs formally recognized Career Services as an exemplary partner. In each case it was Stephanie Kit's efforts that won that recognition. Her cooperative attitude and high level of competence are recognized and her extra efforts bring praise to the department." - Dr. Robert Greenberg

Nancy T. McGlasson, Director, Undergraduate Admissions

"I cannot imagine that many other people exist in the world who have "done it all" and contributed so much in so many difference ways to a single organization as Nancy McGlasson has to The University of Tennessee. How does she do it? Just as she works hard to ensure that the activities of the Admissions Office are proceeding according to plan, Nancy still makes time to put the personal touch on everything. Whether it is purchasing small bundles of flowers so that each staff member can take one home for the holidays, personally answering a letter or e-mail from an upset parent, or developing and testing a plan to give applicants the most fair consideration possible, her personal ethic and high regard for people shines through. When does she have time to do all of this? Seeing her light on after 6:00 pm or encountering her in the office on weekends is more the rule than the exception. She truly invests her time and efforts to the benefit of our university.

Nancy's love for UT comes across in all that she has done and continues to do, and her record of accomplishment is monumental."

- Dr. Thomas W. Broadhead



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

Type the message:
[subscribe wmnspeak](#) followed
by your **first name** then **your last name**

CAMPUS MAIL



The Commission for Women
NETWORKER

Summer Institute at Bryn Mawr College

Chancellor Loren Crabtree and the Commission for Women will sponsor an outstanding female faculty member or administrator to attend the 2005 Summer Institute at Bryn Mawr College. Women who have a proven record of professional growth and responsibility and a keen interest in contributing to campus-wide diversity and interculturalism were encouraged to apply. The University of Tennessee, Knoxville is entering an exciting period of growth toward excellence in academic explorations, research initiatives, and public service. Crucial to this growth is the campus commitment to refocusing our institutional energies toward increasing diversity and emphasizing interculturalism on all fronts. The University benefits from investing in campus citizens whose talents and right-spirited energy promote activities that break down old fortresses and clear the way for re-defining our institutional selves as open and welcoming to diverse people and their ideas. The Summer Institute at Bryn Mawr College has earned a fine reputation for expanding horizons, providing exposure to new and exciting ideas, fostering mentoring relationships, and training women to lead. The preamble to the stated purpose of the Summer Institute includes the following message: "The curriculum prepares participants to work with issues currently facing higher education, with emphasis on the growing diversity of the student body and the work force." This year's Institute will begin on June 26 and continue to Friday, July 22, 2005.

The campus selection process required each applicant to submit a current resume; a letter describing why they applied and how they will contribute to diversity and interculturalism on campus; and a letter of support from their dean, director, department head or supervisor. Information regarding eligibility is available on the Institute's website, under the heading "APPLICATION": <http://www.brynmawr.edu/summerinstitute>.

SUMMER INSTITUTE FOR WOMEN IN HIGHER EDUCATION ADMINISTRATION

SPRING 2005

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WCC Calendar of Events

**DREAM Dance Company, Thursday
March 3rd in Alumni Memorial Auditorium
at 8:00p.m.** <http://www.speakoutnow.org/People/DREAMDanceCompany.html>

DREAM (Destiny: Re-defining Education through Art and Movement) is an electrifying company of multi-dimensional professional performance artists using urban folkdance (Hip Hop, House, Break, Funk, Latin and African diaspora dance) and Hip Hop Theater to tell collective stories of resistance, transformation and inspiration. Their innovative educational pieces fuse an incredible breadth of movement, theater, rap, beatbox and live music. The 4 dynamic performers, aged 18-30, reflect diversity along lines of race, culture, gender and sexual orientation, and have over a decade of dance and theater experience each. DREAM pays soulful respect to Hip Hop culture's 5th element: knowledge of self, collective creativity and cultural consciousness.

**"Sojourner Truth: A Woman Ain't I"
performed by Kathryn Woods on Monday,
March 7th in the University Center Auditorium
at 6:30 p.m.**

Born a slave in New Paltz, New York, Isabella Baumfree walked away from slavery and in her travels evolved into Sojourner Truth: maid, laundress, abolitionist, suffragist, evangelist, and feminist. Using a text based on Truth's actual words, Kathryn Woods has recreated scenes from her life, as she journeyed through pre- and post-Civil War America, preaching against slavery and for the rights of women.

These events are free and open to the public. If you have any questions please email wcc@utk.edu or call 974-1029. You are also welcome to visit the Women's Center on the 3rd floor of the University Center.

Special Recognition for Women's History Month - "Send Roses" Awards

Many times individuals who contribute to the overall quality of the university do so without thought to self and without recognition.

For this reason the Chancellor sent out a request for nominations based upon the "Send Roses" award designed by the Human Resources Department. This award highlight contributions from faculty, and staff in both exempt and non-exempt categories for their efforts in making the university a better place to work. Even though each category may bring different kinds of contributions each award winner brings their skills, expertise and knowledge with a genuine concern to make UT a better place.

The heartfelt and extensive letters and emails to support these individuals in their nominations were unsurpassed. Thank you to those who submitted their names and congratulations to the award winners.

Angela Berry, Administrative Services Assistant Offices of the Dean and Associate Dean of the College of Agricultural Sciences and Natural Resources (CASNR)

"Angie works as an Administrative Services Assistant in the offices of the Dean and Associate Dean of the College of Agricultural Sciences and Natural Resources (CASNR). As part of each day's work, she assists undergraduate and graduate students, their parents, the general public, faculty members, deans and a variety of other academic personnel in the Institute of Agriculture. She is ALWAYS courteous and supportive, often anticipating ways she can help someone, considering things that may have escaped their attention or that they may have been unaware of. She has become the "go-to" person in that office, both for her ability to get things done properly and for her cheerful, positive nature. She is the sort of person others naturally gravitate to, always placing their needs and welfare above her own in professional encounters. Her customer service skills are exemplary. She is a highly visible CASNR employee, and her unwavering good nature and excellent job performance make her an exceptional representative for the University of Tennessee."

- Dr/ Robert M. Augé

Deborah Douglas, Principal Secretary, School of Journalism and Electronic Media

"Ms. Douglas is a principal secretary in the School of Journalism and Electronic Media. She is especially effective with students who seem to bring new problems to her office daily. Undergraduates know her name and value her advice.

Ms. Douglas has enhanced the learning experiences of innumerable minority students who chose journalism and electronic media as their majors. She's a compassionate listener who directs students in the right direction to solve their own problems.

We last sent roses to Deborah Douglas in 1997, but we should have repeated the gesture everyone semester since. We still benefit from her efficient service, her ability to anticipate problems and her general good humor." - Dr. James A. Crook, Interim Director

Ginny Hamby, Senior Audit Clerk, Bursar's Office

"I was referred to Ginny Hamby who would be my contact at the Bursar's Office. Immediately I was struck by her positive attitude, her willingness to take time to explain procedures, while simultaneously dealing with students who would stand at her windows. Her cheerfulness is quite refreshing. Every time I speak to her on the phone I smile and consider myself lucky to be able to work with such a cooperative and talented colleague."

- Ms. Patricia Visser

Frankie Sue Howerton, Administrative Specialist

Her attitude towards all our customers is extremely positive—she genuinely takes real ownership for her job takes and is constantly aware that in her activities she is an ambassador for our department whether in communication on the phone (e.g., helping a student or faculty member solve a problem), when greeting students, and when speaking with representatives from other departments. She takes the initiative in reminding me – as well as the other faculty – of important deadlines and milestones, and is always efficient in completing her assignments in a timely and thorough manner. I must also mention that whenever she prepares minutes of meetings, correspondence, memos, or other reports, her work is nearly flawless in draft form.

- Dr. David Feldman, Supervisor

Glenda Hurst, Senior Secretary, Management

"Glenda has steadfastly helped faculty and staff perform their work, over looking those small details that faculty in particular have to address. Personally, she has helped me maximize my opportunity to perform my job by going the extra mile.

Glenda deserves special recognition. She is a pleasure to work with and I am proud to know her as a colleague."

- Dr. Virginia Kupritz

Gerri Littlejohn, Program Resource Specialist, School of Information Sciences

"In all situations, Gerri demonstrates outstanding courtesy and customer service skills. Her job requires her to seamlessly shift from working with students, to staff, to faculty, and she does so with incredible grace under pressure.

Ms. Littlejohn does her job with enthusiasm and commitment which brightens the department. It seems as if she is ALWAYS here, and that she places her responsibilities to the department very high among her priorities.

I love working with Gerry and I know that all the faculty feel that she is an integral part of our department."

-Dr. Suzie Allard, Assistant Professor

Connie Ogle, Administrative Services Assistant, Psychology

"The pace for her has been extremely hectic this fall, and she has remained cheerful and approachable at all times. In short, she has been a truly remarkable employee, who has gone way, way beyond being courteous and providing service to the department, university, and a large professional organization."

- Dr. James E. Lawler

Betty Tipton, Senior Administrative Services Assistant, Theatre

"Betty worked in Athletics (Basketball), in much the same capacity as she now does with us: taking care, in some form or fashion, of all guests of the department. And, might I add, she does it impeccably and with compassion and sincerity. Our department constantly is bringing in artists to work on the productions in the Clarence Brown theater. She is simply amazing, as well as caring, particularly in a field where rejection is more the rule than exception. She facilitated the visit of David Keith and John Cullum, two very high profile actors (with efficiency and panache). She is (quite simply) willing to do whatever it takes..." - Mr. Thomas A. Cervone

Donna Griffin, Principal Secretary, Anthropology

"She always goes out of her way to help everyone she encounters; from students needing to know where their class room is to professors needing an associate's telephone number. She is the type of person who prides herself on being able to fill any person's need. She has gone looking for available houses and apartments for incoming students, faculty and staff when they transfer into UT. She has personally acted as "go between" for students needing a little extra help in emergency situations." - Mr. Justin Griffin

Michelle Swaney, IT Technologist III, Center on Deafness

"Not only was Michelle polite and receptive, she was extremely knowledgeable and imparted information with gentleness and humor.

Michelle went way beyond the call of duty. She shared her expertise with a neighboring department even though it was not part of her job. She did this without neglecting her own job responsibilities. Michelle accomplished all this all the while maintaining a sense of humor, respect for all parties involved and a calm, cool and collected head about herself." - Dr. Joel Diambra

Carla Parmele, Senior Administrative Services Assistant, Vice President-Institute of Agriculture

"Carla Parmele is an extraordinary example of a UT staff member who provides exemplary service to students, faculty, staff alumni, and visitors with a smile and with effectiveness. No matter what the situation is, Carla can manage several tasks at one time. She is very efficient in her work - she may be organizing 5 meetings at the same time, talking with caterers, setting up facilities, but always has the time to speak with everyone she comes in contact with. She is a very caring person and knows how the University is run inside and out.

Carla treats others with respect and lends assistance." - Ms. Trish Wagoner

Pamela Whaley, Principal Secretary, English

"Pam Handles all questions with patience and a smile, and she brings such warmth to her interactions with students, members of the department, and the general public that people frequently stop me to express their appreciation. Her attitude during times of crisis is that most problems are, in fact, simple ones and that solutions are readily available. When she can help, as she usually can, she does so willingly and generously; when she cannot, she does whatever she needs in order to find out who can." - Dr. Stanton Garner, et al.

Sandy Coward, Administrative Services Assistant, Sociology

"Sandy does everything with great expertise, going beyond the limits of what is asked to anticipate what is needed before we even know what that might be. Sandy's sense of humor never fails. She is a marvel to behold as she gets all our work done for us. Additionally, Sandy provides our department with a heart."

- Dr. Jon Shefner

Alice C. Layton, Research Assistant Professor, Center for Environmental Biotechnology

"Dr. Layton is a Senior Research Associate and a Research Assistant Professor (non-tenure track, exempt position) in The Center for Environmental Biotechnology (CEB) and The Department of Microbiology. She has been with the CEB since 1989. Her job responsibilities include conducting research, writing grant proposals, publishing and disseminating research results, and mentoring students.

In that time, Dr. Layton has achieved a publication record that rivals or exceeds many tenure track faculty members. Since 1989, she has authored or co-authored 35 peer-reviewed publications and 25 presentations.

Her research is superior and she has become internationally recognized as an expert in molecular methods in environmental microbiology particularly in the use and development of gene probes and quantitative polymerase chain reaction (PCR) methods for the analysis of microbial populations in water and wastewater treatment. A measure of proof of her expertise is that authors submitting manuscripts for publication in Environmental Science and Technology often recommend Dr. Layton as a peer reviewer for manuscripts.

Beyond her research, she has a great strength in mentoring students (graduating as well as undergraduate) and technicians. While Dr. Layton cannot officially chair graduate student committees (because of the nature of her appointment), time and again she has been in the position of guiding graduate students in their research.

There is no question that Dr. Layton is a very successful scientist and a tremendous contributor to the strong research and training climate of UTK. Dr. Layton is a role model that The University of Tennessee should be proud of and should nurture as an exemplary academic citizen."

- Drs. John Sanseverino, Gary Saylor, Jeffery Becker and Larry McKay.

Kirsten Benson, Director of the Writing Center, Department of English

"Kirsten has served as the Director of UT's Writing Center since 1998 and has been wholly committed to providing a valuable service for all students, both undergraduate and graduate students. The Writing Center, under Kirsten's supervision, has logged over 18,000 visits each year, and the facility serves students with writing projects in multiple disciplines across campus. In addition, the Writing center also provides tutorial assistance for thousands of freshman composition students each semester, and Kirsten coordinates, oversees, and develops the curriculum for the tutorial courses (English 103 and 104) that support first-year students who come to UT with skills that fall below college-level proficiency.

While tens of thousands of UT students take advantage of the Writing Center services, students and faculty who refer them are likely to be unaware of how tirelessly Kristen works to create a welcoming, accessible, efficient, and up-to-date facility. It is particularly noteworthy that, in addition to her administrative duties, Kristen also enthusiastically works with and tutors students and has an incredible rapport with both the Writing Center tutors and students who visit the Center.

Overall, the Writing Center has thrived under Kirsten's direction, and we are lucky to have such a wonderful tutorial resource for our students at UT; however, we are even luckier to have the amazing leadership, expertise and capability of a Director like Kirsten." - Mary Jo Reiff



The Commission for Women

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SPRING INSERT ~ MARCH 2005

ENGLISH IMMERSION CAMP ~ Tsinghua University (June 27 – July 15, 2005)



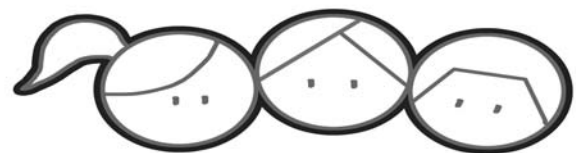
This summer from June 27 through July 15, 2005, faculty, staff and students have an opportunity to participate in a very unique experience. Dr. Zhongshe Lu from Tsinghua University presented this opportunity—the English Immersion Camp—to interested parties on January 31 at the International House. English speakers from the U.S, Great Britain, Canada, Ireland, New Zealand and Australia are being invited to act as lecturers and volunteers in this Camp. Their participation will enable students at Tsinghua University to experience the variations and dialects within the English language through direct interaction. Another goal is to increase the English speaking skills at students at Tsinghua as China will be host to the 2008 Olympics.

The primary goal is to increase the English skills of freshman students at Tsinghua University. The top 50-100 students in English studies will participate. In 2004, 3,300 students were divided into 33 groups, and 75 teachers/volunteers from the United States and Britain worked with them in the Camp. The summer of 2005 Camp may be the last time the English Immersion program is made available to students. The University of Tennessee has been highlighted as a strong supporter of the program along with MIT, University of Virginia, Harvard, and the University of Texas at Austin. It is an honor to be invited to participate in this special event.

Tsinghua University will offer a three-day orientation beginning June 24 for those selected to participate in the program. The immersion camp begins June 27. The camp is divided into three one-week units. A lecturer is asked to prepare three one-hour lectures on topics of personal interest. In the first week morning lectures will focus on culture and music. Each afternoon is broken up into discussion group meetings and special

activities. In the evening there are informal chat sessions. In the second week the lectures will focus on the Olympic Games, geography, and athletes from the various countries. The third week's "Hot Topics" will include discussion of population, natural resources, and other similar issues. Throughout the program, students will participate as teams in various games and will work to win points that they can exchange for "international prizes" such as a UT t-shirt or another type of UT memorabilia.

The deadline for lecturer applications was February 10. The deadline to apply as a volunteer is March 15. Participants who are selected will be notified by March 30, 2005. You will find more information about the application process, housing, and costs on the Center for International Education website at www.cie.tsinghua.edu.cn. Participants will be housed on the Tsinghua campus. Tsinghua is one of the top universities in China and is often compared to Harvard, MIT, Stanford, Cambridge and Oxford; like these venerable institutions, it is renowned for the excellence of its students and faculty. Many of the current leaders of the People's Republic of China are graduates of Tsinghua, including China's current President Hu Jintao. The campus is located on the grounds of the Imperial Summer Palace of the Qing Dynasty in the northwest area of Beijing.



**TSINGHUA
UNIVERSITY
ENGLISH
SUMMER CAMP**

New position in OED office

Office of Equity and Diversity

1840 Melrose Ave.
Knoxville, Tennessee 37996-3560
Phone: 865-974-2498
Fax: 865-974-0943

Many of the *Networker's* readers know that the Office of Equity and Diversity has long sought an additional employee to complement the various responsibilities that are already carried out by the office. To that end, OED's staff recently welcomed a new employee, Ms. Lennisa Mostella, as a trainer for diversity programs. Ms. Mostella has over 20 years of successful management, leadership, team-building and training experience in the public and private sectors. She completed certification training through the Tennessee Department of Labor and Workforce Development as a Global Career Development Facilitator in May of 2004.

Ms. Mostella earned her undergraduate degree from UTK's College of Home Economics (now the College of Health, Education, and Human Sciences), and has completed some postgraduate work in psychology at Virginia Commonwealth College in Richmond, Virginia. As a member of OED's staff, Ms. Mostella will develop and present training programs that will touch on many elements of diversity - race, age, internationalism, socio-economic backgrounds, sexual orientation, and other issues that become part of the discussion surrounding a true examination of diversity. Ms. Mostella will be interviewing and observing various faculty, staff, administrators and students over the course of several weeks as she assesses the current campus climate and structure. The Office of Equity and Diversity hopes that all University departments will provide Ms. Mostella with input as she works towards providing these programs. Please feel free to contact her at 974-2498 with any questions, comments or feedback.

Contributors...

A special thanks to the following contributors to the Spring 2005 *Networker*: Theresa Leadbetter, Alison Kildow, Lori Epperson, Mary Papke, Rose Parker, Pam Hindle, Jennifer Richter, 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.*

The University of Tennessee, Knoxville does not discriminate on the basis of race, sex, color, religion, national origin, age, disability or veteran status in provision of education programs and services or employment opportunities and benefits. The policy extends to both employment by and admission to the University. UTK does not discriminate on the basis of race, sex or disability in the education programs and activities pursuant to the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA) of 1990. Inquiries and charges of violation concerning Title VI, Title IX, Section 504, ADA or the Age Discrimination in Employment Act (ADEA) or any of the other above referenced policies should be directed to the Office of Diversity Resources & Educational Services (DRES), 2110 Terrace Ave., Knoxville, TN 37996-3560, telephone (423)974-2498 (TTY available). Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Human Resources Management, 600 Henley St., Knoxville, TN 37996-4125. Job No. E01-0130-013 -04

KUDOS

Dr. Dixie L. Thompson, UT associate professor of exercise, sport, and leisure studies and director of the Center for Physical Activity and Health, has been elected president-elect of the Southeast Chapter of the American College of Sports Medicine.
<http://web.utk.edu/%7Esals/staff/thompson.html>

Dr. Peiling Wang, UT associate professor of information sciences, is one of three researchers nationwide to win a \$15,000 research grant from the Online Computer Library Center and the Association for Library and Information Science Education.
<http://www.sis.utk.edu/newsArchive/wang>

Dr. Karen M. Sowers, professor and dean of the UT College of Social Work, has been named to the American Board of Mental Health Specialists. <http://www.abmhs.org/clinicalboard.html>

Marilyn Kallet's new book of poetry, *Circe*, After Hours, has been released by BkMk Press of the University of Missouri, Kansas City.

Lillian T. Mashburn, manager of the Office of Federal Relations, served as the chair of the National Association of Land Grant Schools and Colleges (NASUGLC) Council of Federal Affairs (CGA) for beginning in November 2003 and ending November 2004. She served on the Board of Directors of the NASUGLC board during the year. Ms Mashburn has been with the University of Tennessee since 1987, beginning her UT career in the College of Engineering and later with the Office of Research. She has been active in the community serving on numerous boards and was the founding president of the Executive Women's Association.

Art for Art's Sake!?: CALL FOR PAPERS

The Political Currency of Literature, Criticism, and Media Culture

Date: Nov 4 & 5 2005

Keynote Address:

"The Humanities and the War on Terror,"
Marc Redfield, Claremont Graduate University.

The Second Annual Graduate Student Conference hosted by the students of the graduate English program at the University of Cincinnati. Presentations should be 15-20 minutes in length. Abstracts should be no longer than 250 words. Please include with your abstract your name, program and university affiliation, mailing address, email address, and phone number. Please send abstracts (via email or snail mail) to the address below by April 15.

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