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The Networker

Commission for Women

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## Networker 2011 February Issue

Commission for Women

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## A positive framework for a civil community.

### Clearly, civility has to mean more than mere politeness.

Civility cannot mean “roll over and play dead” either. A civil society cannot avoid tough, important issues because they are unpleasant to address. Civility must be more than a scrupulous adherence to the laws governing faculty, staff and student behavior. There are numerous instances in which individuals can and will act in ways which are destructive and inappropriate, even though they are (and should be) illegal. In short, any reasonable definition of civility must recognize that the many differing interests which divide our increasingly diverse community will produce an endless series of confrontation over difficult moral and distributional issues. Often these issues will have an irreducible win-lose character and, hence, not be amenable to consensus resolution. While confrontation is inevitable, the enormous destructiveness which commonly accompanies confrontations is not.

Throughout civilization various cultures (e.g., Ancient Greece and Rome, Renaissance, etc.) have attempted to define how members of society should interact. The term civility refers to behavior between persons and groups that conforms to a social mode (i.e., in accordance with the civil society), as itself being a foundational principle of society and law. Simply stated, civility is the act of showing regard for others. Great definitions, but the problem often arises in how and who defines “conformity” and protection versus infringement of “freedom of speech”. Several definitions of “civility” exist; those dating back to ancient Greece and Rome are linked to “civic virtue” encompassing the cultivation of habits of personal living and claimed to be important for the success of the community.

Freedom of speech is protected by the first amendment. I believe “civic virtue” facilitates self-determination which empowers and strengthens individual responsibility for civility. Over the past decade society began to challenge incivility (e.g., in rap music, visual art, hate speech, poor customer service, etc.), and many people argued their first amendment rights had been violated. Free speech is one of the most powerful tools in our democratic society, but we must exercise responsibility. People need to recognize that other thoughtful and caring people might have very different views on the many complex issues and needs of their communities. Constructive debate must focus on solutions which are most likely to be successful and not personal attacks. We must learn to separate the individual from the problem; doing so, enables us to make key decisions that are not based on personal biases but on the relative merits of competing problem-solving strategies. Often disagreements arise and proceed on the basis of very inaccurate images of the interests, positions and actions of others. Many disputes involve factual disagreements which are amenable to resolution through some type of fact-finding process.

### OTHER SUGGESTED READINGS ON CIVILITY:

An online search for the topics of “civility” and “civility in the 21st century”, provided the following.

**110 Rules on Civility**- George Washington  
<http://110rules.com/>

**Considering Political Civility Historically: A Case Study of the United States**, V. Shapiro, 1999  
[http://www.sam.kau.se/stv/ksspa/papers/sapiro\\_considering\\_political\\_civility\\_historically.pdf](http://www.sam.kau.se/stv/ksspa/papers/sapiro_considering_political_civility_historically.pdf)

“The Costs of Weak Civility Norms”,  
 University of Arizona UA News, February 2011.

<http://www.uanews.org/node/37336>

We welcome your additional thoughts to the CFW Facebook and Twitter pages. You may also direct your comments to the individual contributors as noted or you may send your email to [cfw@utk.edu](mailto:cfw@utk.edu). Please make sure you put CFW in the SUBJECT LINE. Thank you.

~ Editor

## Constructive discourse requires our working together to resolve factual disagreements wherever possible.

There are many cases in which even with the best intentions oppositions cannot arrive at an agreeable solution. When this occurs each side needs to publicly explain the reasoning behind their differing interpretations based on the factual information available. Civility requires that contending parties make an honest and continuing effort to understand the views and reasoning of others.

Our UTK community must condemn the deliberate distortion of information and the presentation of unbalanced views as unacceptable. My advice for building and sustaining a successful interethnic/intercultural community at UTK are reflected in the lyrics of a song sang by Aretha Franklin, the “Queen of Soul”; she soulfully states, “R-E-S-P-E-C-T....find out what it means to me” (e.g., fe/male, gay, straight, Latino, etc.) and in the chorus she repeatedly exclaims.. “give me” (i.e., everyone) “just a little bit [RESPECT]”. This nascent concept uncritically links the essence of a strong civil community.

Different observers might see dissimilar landscapes when envisioning how the administration decides to construct a civil UTK community. We must deconstruct the dynamics of “otherness” in order to reach our aspirational goals of becoming a Top 25 institution. I believe that our UTK community must demonstrate civility based on respect and acceptance; this process must begin with the administration modeling civil behavior it wishes to see faculty, staff and students demonstrate.

As a military officer, I have learned that being the “example” is the best way to encourage growth and achieve successful outcomes. People hate to be forced to do things against their will and can be expected to launch a “counterattack” at the earliest opportunity. The best way to limit this backlash effect is to develop a plan which can be justified on the basis of broadly accepted principles of fairness which all members of society (e.g., the UTK community) have an interest in supporting. In the summer of 2010, I participated in a “Civility Task Force” appointed by Chancellor Cheek in response to an incident which occurred during a campus tour by primarily Black students and their parents/caregivers. The task force developed a plan which includes “civility principles” that are being reviewed by student organizations, the chancellor’s advisory groups and the faculty senate. This approach tends to produce reasonable input from key stakeholders, while making it more difficult for the pursuance of purely selfish objectives.

**One crucial element of civility is the recognition by conflicting parties that it is possible that they are wrong and that ideas advocated by someone who is different are actually better.**

This entails an obligation to seriously consider the persuasive arguments made by individuals whose racial/ethnic, religious/spiritual, sexual orientation and/or socioeconomic status might be different from yours. Through exchange and negotiation of mutually beneficial win-win trade-offs, our campus “will be welcoming to all and hostile to none” (Jimmy Cheek, personal communication, February 1, 2011).

~ *Contribution by J. Camille Hall, PhD., LCSW;*  
*Chair ~Commission for Blacks and 2011 HERS candidate*

**civil** adj \ˈsi-vəl\

### Definition of CIVIL

1a : of or relating to citizens b : of or relating to the state or its citizenry <*civil suite*>

2a : civilized <*civil society*> b : adequate in courtesy and politeness : mannerly <*a civil question*>

3a : of, relating to, or based on civil law  
b : relating to private rights and to remedies sought by action or suit distinct from criminal proceedings c : established by law

4: of, relating to, or involving the general public, their activities, needs, or ways, or civic affairs as distinguished from special (as military or religious) affairs

5of time : based on the mean sun and legally recognized for use in ordinary affairs

~Merriam-Webster Dictionary  
<http://www.merriam-webster.com/>



# Promoting a Positive Work-Life Climate at UT



WORK  
LIFE

2010 Report

In 2009, the Commission for Women (CFW) formed a taskforce to generate recommendations that might help transform UT into a family-friendly research university. As part of that commitment, the CFW taskforce developed and sent a web-based survey to all faculty and staff. Items to assess were their knowledge and usage of existing policies, their perceptions of the institution and department climate with respect to family-friendly issues, and their desires for additional policies. Using the 1787 usable responses received, a report was generated that contained both relevant findings from the survey as well as a timeline for action.

The report was shared and received support from number of groups on campus as well as with Chancellor Cheek. The groups included the various Commissions (LGBT People, Blacks), Council for Diversity and Interculturalism, the Exempt Staff Council, the Executive Council of the Faculty Senate, the Women's Studies Program, Women's Administrative Group, Graduate Student Senate, and the Women's Coordinating Council.

Some interesting findings include:

- ☒ About 40% of all faculty and staff agree or strongly agree that UT encourages employees to balance their work and home lives. **Staff were slightly more positive than faculty with 44% of staff compared with 33% of faculty agreeing with the statement.**
- ☒ About one third of faculty and staff respondents reported that they feel that they have to choose between their work and home lives. **The pull between competing responsibilities appears to be greater for faculty; 45.6% of faculty respondents versus 29.3% of staff respondents feel that they have to choose between their work and home lives.**
- ☒ A significant percentage of faculty and staff reported that they had had to contend with one of the following four events in the previous three years: childbirth or taking time off for the birth of a child, eldercare, their own major illness, or the illness of a child. Faculty and staff were most likely to report contending with elder care issues; 24.3% of faculty and 32% of staff reported such a concern. Also of significance, one quarter of staff reported contending with their own major illness in the previous three years.
- ☒ Respondents were asked about the degree to which they would find a list of ten initiatives useful.  
UT STAFF: The availability of flexible work arrangements; 96.3% of staff respondents indicated that they would find such a policy somewhat or highly useful.  
UT FACULTY: spousal or partner hiring assistance programs proved to be most popular with 56% of respondents indicating that such an initiative would be highly useful.  
BOTH GROUPS: Widely supported included providing elder care referral and resources, wellness programs, guaranteed on-campus childcare, discounts for off-campus childcare, and emergency back-up childcare services.

The taskforce generated a series of policies and programs to be implemented over the next several years based on the reports findings. Some of the recommended initiatives include:

- ☒ Send out regular (semi-annual) e-mails to faculty and staff about existing policies and programs,
- ☒ Designate lactation rooms for nursing mothers,
- ☒ Partner with campus offices and individual faculty to conduct brown-bag lunches and/or a lecture series highlighting work-life balance issues (for example: gerontology issues or lactation),
- ☒ Create and promote a campus policy to offer flexible work arrangements for faculty and staff across departments and units,
- ☒ Implement a bereavement policy that is inclusive of partners and significant others,
- ☒ Develop emergency childcare options, potentially in partnership with external agencies.

Having received positive support from all members of the campus community, including the Chancellor, we are in the process of implementing some of the proposed initiatives this semester and will continue to work to roll out new initiatives next year.

**The complete report is available at [www.cfw.utk.edu](http://www.cfw.utk.edu) and at UT Libraries TRACE: CFW Archives under WORK-LIFE BALANCE REPORT 2010. Please direct any questions or feedback about the survey to Margaret Sallee, Vice Chair-CFW at [msallee1@utk.edu](mailto:msallee1@utk.edu).**



## NEW Student Health Center coming in November 2011

The Student Health Service is a fully accredited, outpatient health clinic dedicated to providing quality health services to enrolled students of the University. The Health Center is open 8:00am to 4:30pm M – F, except for Wednesdays when the hours are 9:00 to 4:30. After hours, holidays and on weekends, the Health Center has an arrangement with the U T Medical Center to provide care for University students. The staff consists of seven primary care, board certified physicians, a licensed nurse practitioner specializing in women's health care, three part-time specialty care physicians, a part-time physical therapist, one psychiatrist, one psychologist, and a psychiatric nurse practitioner. Medical services include primary care, mental health, sports medicine, occupational medicine, gynecology, physical therapy, and surgical consultation. Comprehensive laboratory, x-ray diagnostic services, wellness promotion, travel consultation, nutrition counseling and allergy/immunization clinics are also provided. The Health Center experiences over 45,000 patient visits annually.

Plans are underway for the construction of a new, multi-service Student Health facility which will consolidate the Student Health Service, the University Counseling Center, and the Safety, Environment, and Education (SEE) Center in the same building. Location of the approximately 110,000 sq. ft. new building will be on the corner of Pat Summitt and Volunteer Ave. Construction is scheduled to be completed in time to greet new students for the Fall '11 semester.

In addition to greatly increasing the physical size of the facility and the addition of the Counseling and SEE Centers, medical services will also be expanded to include Pharmacy and Physical Therapy departments. It is expected that this new building will be highly utilized by students and student visits are forecasted to exceed 60,000 visits per year.

~ *Contribution by Mr. James Doyle III, Administrator, UT Student Health Service*

## EVENTS coming in March-April 2011

### SPECIAL UTIA SEMINAR:

March 9, 2011 9-10 AM

Hollingsworth Auditorium on the Agriculture campus

**"Valuing Diversity and Inclusion in the Academy: Achieving New Levels of Excellence"**

Dr. Yolanda Moses, Vice Provost for Conflict Resolution and the Special Assistant to the Chancellor for Excellence and Diversity at the University of California Riverside. The seminar will focus on the research literature on diversity and inclusion in general (gender, race, ethnicity, national origin, sexual orientation, creed, religion) and its influence on workplace productivity and team creativity. The need to consider diversity in the academy includes, but goes well beyond, issues of social justice and speaks to the core mission of the role of the land grant university in the United States in the 21<sup>st</sup> century.

Middle Tennessee State University ~ Murfreesboro, TN (30 miles from Nashville)

**National Women's History Month March 22, 2011, 5 p.m.**

Professor Angela Davis. "The Road to Lost Innocence: Human Trafficking and Sex Slavery-A Personal Journey" (Book signing and reception) Free and open to the public.

**2011 Interdisciplinary Conference: Global Discourses in Women's and Gender Studies**

March 24th - 26th, 2011

**Speaker Somaly Mam 3:15-4:30 p.m., March 25th, 2011**

Anti-Human Trafficking Activist, CNN Hero, and one of Time Magazine's 100 Most Influential People of 2009 (Book signing to follow).

For conference information, <http://www.mtsu.edu/womenstu/conference> or call 615-898-5910.



UT Commission for Women

CONNECT with the CFW

website: [www.cfw.utk.edu](http://www.cfw.utk.edu)

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FACEBOOK: Commission for Women

TWITTER: CFWUTK

## Women's History month

### HODGES LIBRARY AUDITORIUM

March 9, 2011 7:00PM

### UT Women Poets and Friends

Prof. Marilyn Kallet and Ph.D. candidates

Charlotte Pence, Kierstyn Lamour

Celebrate Women's History month with some of UT's finest poets. A book signing of Kallet's newest work will be held following the readings.

### CHANCELLOR'S HONORS BANQUET

April 11, 2011 6:00PM

University Center Ballroom

<http://chancellor.utk.edu/honorsbanquet/>

### Professional Development Conference

April 14, 8:00am - 4:00pm, UT Conference Center Bldg, 4th floor

This conference is full of excellent topics and speakers designed to provide tools to enhance professional and personal effectiveness. The \$95 conference fee covers workshop materials, breakfast, lunch, breaks, and parking. You may register by either calling (865) 974-6657, or via online at <http://humanresources.tennessee.edu/eod/registration.html>.

MORE INFORMATION about "The Journey to the Top 25" can be found at <http://chancellor.utk.edu/bio/>.

The *Networker* is published at least once each year by the UT Commission for Women and will be an e-publication located at the CFW website ([www.cfw.utk.edu](http://www.cfw.utk.edu)) and archived within the UT Libraries TRACE: CFW Archives ([http://trace.tennessee.edu/utk\\_women/](http://trace.tennessee.edu/utk_women/)). Comments and suggestions may be forwarded to the Communications Chair, Ms. Deb Haines: [dhaines@utk.edu](mailto:dhaines@utk.edu) or by phone at 865.974.0989. The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services.