1978

Annual Report 1977 - 1978

Commission for Women

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THE ANNUAL REPORT

THE UNIVERSITY OF TENNESSEE, KNOXVILLE

COMMISSION FOR WOMEN

Prepared by
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INTRODUCTION

During the academic year 1977-78, the Commission for Women (CFW) pursued the goals set in previous years and developed additional goals for the future. A number of the problems identified over the years have been amelioriated; however, the sexual stratification system in American society reflected in the university community changes slowly. Greater success has been achieved in eliminating obvious forms of sexual inequality than in generating the attitudinal changes necessary to eliminate the belief system underlying sexual stratification. The CFW sought both types of change. Progress was made; more progress needs to be made.

"The Annual Report" of the 1976-77 CFW contained a set of priorities to guide the CFW during 1977-78. They were:

1. To recruit qualified women students more vigorously,
2. To eliminate subtle and obvious forms of sexism within the academic community,
3. To recruit more women faculty and administrators,
4. To develop a university-wide study of tenure and promotion,
5. To stimulate the development and maintenance of equitable policies and practices for supporting staff,
6. To publicize CFW activities in order to educate and stimulate change, and
7. To promote and support women's athletics and the Women's Center.

The CFW's activities in these areas are reviewed and recommendations for future action presented.

RECRUITMENT AND RETENTION OF WOMEN STUDENTS

The 1976-77 CFW report identified the need to recruit more qualified women students at all levels. Attention also must be directed to retaining women students, e.g., through provision of a positive educational experience. The CFW reviewed various data related to the recruitment and retention of women students and developed a number of recommendations based upon the report of the Subcommittee on Students.

Recruitment:

Women students need to be recruited actively. In addition to general attempts to recruit students, efforts should be directed toward specific sets of potential students.

Undergraduate. The efforts to eliminate sexist language and gender stereotypes from university publications have produced materials which portray programs at the University of Tennessee, Knoxville as open to all regardless of their sex. In "A Graphic View of the University of Tennessee," 3rd edition, issued by the UT Office of Institutional Research, the Fall 1977 enrollment figures indicate that women constitute 46% (10,592) of students classified as "Undergraduate/Other." Additional efforts should be engaged in to increase
the number of women students, particularly in programs which have very few
women students, since nationally women constitute over 50% of all undergraduate
students. Recommendation: The Office of Admissions and Records should include
women in the groups of UTK representatives sent to recruit potential students
from high schools and community colleges.

Graduate. In January 1977 the CFW cosponsored with the Graduate School and the
Graduate Student Council a conference, "The Future of Women in Science," for
graduate women. During May-June 1977 graduate women in departments/programs
which could be classified as scientific were surveyed concerning their back­
grounds, career goals and perceptions of what UTK could do to facilitate women's
pursuit of graduate degrees in science. A report based upon this survey was
submitted to Chancellor Reese in May 1978 and distributed to various other
university administrators. It was agreed that after the Chairperson of the
CFW has reviewed the report to make its recommendations as specific as possible,
the Vice Chancellor for Planning and Administration will arrange for feasible
implementation.

The graduate women identified a number of ways in which recruitment of graduate
women could be facilitated. Recommendations (from the survey of graduate
women): (1) Departments should examine carefully their awards procedures to
ascertain if women are being granted both the number and types of awards they
are qualified to receive. (2) Senior women should be invited to a program/
seminar during fall quarter. College faculty should discuss with them advantages
of and opportunities for graduate study in their fields, as well as how to seek
financial aid. (3) Faculty members should be alerted to the crucial role they
may play in encouraging students into or away from careers in science fields.
Since the university has revised the undergraduate advising system to ensure
greater faculty-student discussion of educational and career goals, faculty
awareness of gender role stereotypes, which may deny the suitability of pursuit
of a graduate degree for women, must be increased. As part of the process of
educating faculty members about the advisor role, information should be
disseminated to them on the negative consequences of utilizing traditional
gender stereotyping in advising students.

In addition, to the need for continued effort to portray programs as open to all
without regard to sex, the Subcommittee recognized the need to consider special
categories of women students in recruitment efforts. An initial step should be
the collection of information about programs at other institutions of higher
education, as well as at this institution, for the recruitment of nontraditional
student, e.g., reentry and minority women.

Reentry. The Chancellor requested that the CFW recommend actions the
university could take to provide more opportunities for mature women students
(reentry women). The CFW consulted with Betty Craig, a reentry woman who has
taught a Continuing Education course for reentry women at the University of
Tennessee, Knoxville and other individuals who have worked with reentry women,
in order to ascertain the types of problems reentry women experience. A report
describing the problems and presenting recommendations for their solution was
submitted to the Chancellor in May. The CFW is very pleased that the Chancellor
appointed a committee of university personnel directly confronted with the
problems of reentry women to further study the situation of reentry women at
UTK. That committee, which is chaired by Monique Anderson, is reviewing the CFW's report and developing plans for implementation of procedures and policies designed to facilitate the educational pursuits of mature women.

There were several recommendations in the CFW's report to the Chancellor which focused on increasing mature women's interest in attending and facilitating their initial enrollment at UTK. Recommendations: (1) Continue to offer the Reentry Seminar for Women (Continuing Education). It helps women to take the first step out of the home, to become more self-aware and self-confident and to be introduced to the campus. (2) Publicize programs at UTK by having representatives from various colleges, as well as from admissions and awards offices speak to community groups at locations (e.g., West Town Mall) where parking is not the obstacle it is on campus. In these publicity efforts point out the increasing number of mature students on campus. (3) Publicize the fact that mature undergraduate students do not have to take standard entrance examinations to enroll in day or evening school. University staff who have initial contact with potential students should be made aware of this exemption, as well as potential students. (4) Provide a special orientation for mature people who are planning to enroll at the University. The orientation could include a panel-discussion by mature students about their own experiences and procedures/techniques involved in attending UTK. Materials appropriate for mature students, e.g., readable maps, should be provided. (Note: Summer 1978 special orientation was available for incoming mature students.) (5) Simplify registration procedures and/or provide student volunteers to help returning students through the process.

Retention:

During the spring the Women's Resource Directory (Women's Handbook) which several previous Commissions participated in developing was issued. This directory orients women students to resources available to them on campus. The CFW recommended to Cindy Straub, Program Advisor-Women's Center, that directories be distributed to women faculty who could use them to assist the numerous students they advise each year, residence hall assistants who could distribute them in student's rooms in the fall, personnel in various campus offices which advise and assist students (e.g., Career Planning and Placement Office, Ombudsperson's Office, Liberal Arts Advising Center) and student organization offices.

The Subcommittee found limited data are available on reentry women, graduate women, and undergraduate women, after they initially enroll at the university. One question which should be investigated is whether similar percentages of women and men undergraduate students complete their Bachelor's degrees. Dean John McDow was contacted informally. He indicated that his office could, with adequate notice, provide such statistics. Recommendations: (1) The Office of Admissions and Records staff should analyze student records to ascertain whether comparable percentages of entering female and male students complete their degrees (Bachelor's, Master's, Ed. D.'s and Ph.D.'s). These statistics should be reported to the CFW and the Affirmative Action Officer and Coordinator, as well as other officials and groups concerned with the problems of student retention. (2) All departments with graduate programs
should maintain accurate records of the sex composition of their graduate student bodies.

Sexism. There are many reasons why students do not remain at the University. One problem which may contribute to a female student's dissatisfaction with the university is sexism, behavior in classroom and advising situations which reflects and perpetuates sexual stereotypes. Although the general problem of sexism is addressed elsewhere, one specific recommendation is presented. Recommendation: A single sheet handout on how to cope with sexism should be prepared for and available to women students. The handout should inform students about how (a) to recognize sexism (language, jokes, "compliments" which portray women as less able, motivated or deserving of an education than men), (b) to report sexism to the appropriate university officials (Ombudsperson, Dean of Graduate Studies, Department Head) and (c) to develop personal mechanisms for coping with the sexist behavior of teachers, administrators and/or classmates. The Women's Center should prepare and distribute the handout.

Familial Responsibilities. Another set of problems women students may encounter result from the heavy familial responsibilities women bear in our society. Some women become discouraged about the feasibility of pursuing their educational goals while fulfilling their familial obligations. Recommendation: The Women's Center or some other unit on campus should sponsor programs for women which provide information and opportunities for discussion about how to balance educational/occupational pursuits and family life.

In the reports on graduate and re-entry women child care problems are described. For example, some women dropped out of the University Winter Quarter 1978 when local elementary schools were closed for a number of days, for they could not attend classes and care for their children at the same time. The CFW met with the Chancellor and discussed the need to assist parents with child care problems. With a minimal expenditure of university resources, substantial aid could be provided to students who are parents. Recommendations: (1) Assist parents by helping them locate or develop day care for pre-schoolers, including drop-in day care for 1-2 hours while parents attend classes or utilize the library. (2) The administration in conjunction with the appropriate departments in the Colleges of Education and Home Economics should investigate the feasibility of a crafts or workshop child care format for school-age children after school hours which could serve as a practicum for students in education and/or child development programs. (3) Through some existing campus office (e.g., Women's Center) provide references for babysitters who could come to a student's home when her/his children are ill and cannot participate in their regular school or child care program.

In addition to facilitating child care, the university could assist students who have substantial familial obligations in other ways. The scheduling of classes may be problematic. Recommendations: (1) Departments should examine the suitability of the times at which required graduate courses are offered for various students enrolled in their programs. Required courses for some programs (undergraduate and graduate) are only offered at times which are inconvenient, e.g., late afternoon. (2) Mothers of school age children should be given preference in scheduling sections of
multi-section courses offered during the hours their children are in school. Also, maintaining full-time student status may not be possible for some women. Recommendations: (1) The Graduate School and graduate department need to develop program options for part-time students, when feasible. (2) The feasibility of granting awards to part-time graduate students should be investigated. (3) The university should encourage part-time students by affirming the legitimacy of part-time careers (through more equitable treatment of its own part-time employees). And, familial obligations may make the additional cost of an education an impossible financial burden. Recommendations: (1) Funding information should be more effectively disseminated, better publicized and more readily available to current and potential students. (2) UTK should provide financial aid for married women and/or make current aid requirements less restrictive.

Financial Aid. In addition to recognizing the financial pressures on specified sets of women students, the university should investigate the sex distribution of financial aid recipients on campus. A recent report in The Journal of Student Financial Aid (November 1977, Vol. 7, No. 3) based upon a survey of 29,000 undergraduates at 241 colleges and universities indicated that men are favored over women in the distribution of financial aid. The inequitable distribution may be due in part to differential rates of application for aid. Recommendation: The University of Tennessee, Knoxville should exert more effort to make women aware of and to encourage them to apply for available financial aid. The Project on the Status and Education of Women published a report "Financial Aid: A Partial List of Resources for Women" which should assist university staff who advise women about financial aid.

All potential students and reentry women particularly might benefit, if the University of Tennessee, Knoxville would offer course credit for educational life experiences. Currently, a UTK student must take correspondence courses through the University of Tennessee - Chattanooga and transfer the course credits in order to receive credit for life experiences.

AFFIRMATIVE ACTION

The CFW focused on several affirmative action issues during the year. The elimination of sexist behavior and attitudes was a primary affirmative action effort. In addition, the operation of existing policies was of concern, for example, the implementation of all aspects of the Affirmative Action Plan issued January 1977.

Sexism: The concept of sexism refers to unequal and unjust treatment based upon an individual's sex. Many individuals may be unaware that their behavior and/or attitudes are sexist. Probably every person engages in some forms of sexist behavior. Affirmative action efforts in American society have focused upon the most visible and easily regulated forms of sexist behavior. The society and the university must begin the much more difficult process of changing everyday forms of sexist behavior which are deeply ingrained.
Both during their winter and spring quarter meetings with Chancellor Reese, Commission members expressed concern about the sexist behavior of some university employees in supervisory positions. In addition, the Chairperson met with Vice Chancellor Ebersole and Assistant Vice Chancellor Creekmore to discuss the problem. These administrators pointed out that it is difficult to define sexist behavior, e.g., behavior that one person might define as sexist another person would call a "joke." Also, in order for the university to ascertain whether or not behavior is sexist the individual who alleges it has occurred must formally report the behavior. CFW members recognize that all employees must be treated fairly and thus there must be a formal investigation to ascertain whether or not sexist behavior has occurred. However, they are concerned that many female employees are reluctant to formally report sexist behavior.

The Project on the Status and Education of Women's report "Sexual Harassment: A Hidden Issue" notes that sexual harassment, "may range from sexual innuendos made at inappropriate times, perhaps in the usage of humor, to coerced sexual relations. It may include:

- verbal harassment or abuse
- subtle pressure for sexual activity
- sexist remarks about a woman's clothing, body or sexual activities
- unnecessary touching, patting, or pinching
- leering or ogling of a woman's body
- constant brushing against a woman's body
- demanding sexual favors accompanied by implied or overt threats concerning one's job, grades, letters of recommendations, etc.
- physical assault (p.2)."

In some situations, women may not recognize that the treatment they are receiving is sexual harassment or know that they do not have to endure it. And, many men may not recognize that their sexual advances and "dirty" jokes, constitute sexual harassment and/or that such conduct is unacceptable at the university, whatever position they or the woman hold. Recommendation: The CFW should ascertain appropriate channels for disseminating information on sexual harassment and then insure that it is disseminated.

Occasionally, episodes of sexual harassment are publicized widely, perhaps due to the infrequency with which women decide to seek remediation. One current case charges that Yale University's "failure to combat sexual harassment of female undergraduates and its refusal to institute mechanisms and procedures to address complaints and make investigations of such harassment interferes with the educational process and denies equal opportunity in
education." The CFW discussed this case and the ramifications of sexual harassment constituting a potential violation of Title IX. Obviously, women should perceive that they may seek redress from sexual harassment within a university and that they will not be penalized, if they seek redress. Various Commission members know students and employees of the University of Tennessee, Knoxville who have been unwilling to seek redress for various reasons, e.g., fear of retribution or embarrassment, lack of faith that any action will be taken. Recommendation: The Affirmative Action Coordinator should make certain that all members of the university community understand that sexual harassment cases will be investigated carefully and that both those who complain and the subjects of complaints will receive fair treatment and equal consideration.

Sexist language: A subcommittee of the CFW developed "Non-Sexist Language Guidelines" for the campus. Chancellor Reese was asked to and did present them in an issue of the Campus Newsletter. Since this publication might be misplaced by current faculty and will not be distributed to new faculty, the CFW asked that they be included in the new Faculty Handbook. The Faculty Senate decided to include them as an appendix to the Faculty Handbook. Unfortunately, students did not receive copies of the guidelines. Some instructors requested copies of the guidelines for students in their classes. Further efforts should be made to educate students about non-sexist language. Recommendations: (1) The CFW should investigate with the English Department the possibility of having one session in first-year English classes focus on non-sexist writing forms. (2) It should investigate the possibility of having material on non-sexist writing in the next edition of the Harbrace Handbook. (3) The feasibility of including the guidelines in Hilltopics should be investigated.

The CFW was pleased to learn that the University of Tennessee adopted a new "gendered" job title list. Dr. Michael Brookshire, University of Tennessee, indicated that his office would be willing to have the CFW review the list at any time during future years and that Edward Bennett's office, University of Tennessee, Knoxville would undoubtably be willing to do so, also. Since new titles may be developed for existing positions and new positions may be created, the list should be reviewed annually.

Dr. Ebersole indicated at the November 22, 1977 meeting of the CFW that the Affirmative Action Coordinator would assist in the process of implementing non-sexist language in university materials. The CFW informed campus women that they should send any materials which inappropriately designate gender to the Affirmative Action Coordinator. Everyone should continue to monitor both old and new materials for inappropriate gender designations.

Confronting Sexism: In cooperation with the Women's Studies Program and the Women's Coordinating Council, "Confronting Sexism Week" was held April 24-28, 1978. Workshops for faculty, administrators, students and supporting staff dealt with the themes of sexism in language, sexism in education, recognizing sexism, sexism--what about it, and sexual harassment. The workshops were more effective in reaching women who had encountered sexism than those individuals
who unwittingly may engage in sexist behavior or hold sexist attitudes. In past years, the CFW discussed the possibility of presenting information on sexism to "captive" audiences, that is, to individuals attending regularly scheduled meetings, e.g., department heads, faculty meetings. Since individuals in such situations may not be "open" to information presented, a program relying upon voluntary attendance was developed. Future programs should be planned, but the CFW should request that key administrators, as well as unit supervisors, strongly encourage participation in the program.

Affirmative Action Coordinator: The CFW always has desired a very visible and active Affirmative Action Coordinator. On various occasions, the CFW discussed this desire with Chancellor Reese and Vice Chancellor Ebersole. They replied that the Coordinator should be more visible and that they expected the new Affirmative Action Coordinator to play a more active role on campus. Since Susan Whitney was leaving, the change in the Affirmative Action Coordinator's role was delayed until a new Coordinator was appointed.

The CFW received a copy of the position announcement, which was changed in a few respects. Dr. Alice Moses served as the CFW representative on the committee which searched for the new Affirmative Action Coordinator. She reported that there were many well-qualified candidates. A new Coordinator was appointed to begin work September 1. The CFW should communicate its ideas about how the Coordinator can play a more visible and active role on campus to her.

Affirmative Action Plan: Over the year several issues arose concerning implementation of affirmative action procedures. On February 22, Chancellor Reese shared with the CFW his perception that there was increased awareness of UTK's Affirmative Action Plan because a larger number of requests, complaints, and inquiries had been received by the Affirmative Action Coordinator. Current procedures for hiring full-time faculty undoubtedly have increased awareness of affirmative action. However, the CFW expressed concern about a few aspects of the plan. (1) For example, promotions from Assistant to Associate Dean positions were made without searches Chancellor Reese indicated that promotions without searches usually involved no "new" money. (2) Another concern is that temporary full-time faculty appointments may be made without following the normal search procedures. While the CFW recognizes that in some cases there may be limited time to conduct a search, making it difficult for it to be thorough, departments should be encouraged to follow regular procedures when making such appointments. CFW members pointed out to the Chancellor that there were people appointed to temporary positions without a search being conducted who subsequently received regular appointments. The Chancellor acknowledged that there were instances when acting appointments were converted to regular appointments. The CFW's concern is that the networks utilized to select temporary personnel may exclude women and Blacks and that once a person is in a position other potential candidates for a regular appointment may be disadvantaged. (3) The CFW also is concerned that while some departments successfully have recruited women and Blacks, in some cases when very limited pools of candidates were available, other departments with large potential pools of candidates have not hired women and Blacks. It was suggested that departments or other units which year after year have serious underutilization problems be
identified so that special assistance could be provided to them. Chancellor Reese indicated that such departments already were aware that they underutilized women and/or Blacks. (4) At the May 17 meeting with Chancellor Reese, it was pointed out that all of the procedures in the Affirmative Action Plan had not been implemented. "Exit" questionnaires were not being distributed to faculty resigning from the university and the Affirmative Action Coordinator's required annual report had never been prepared. Chancellor Reese assured the CFW that the "Exit" questionnaires would be distributed in the future.

During the summer months when the CFW was not in session, the chairperson met with Vice Chancellors Herndon and Ebersole and learned that an "Exit" questionnaire had been developed and was being distributed. And, she learned that the administration had revised the Affirmative Action Plan to include a more appropriate discussion of the "Exit" procedures. Recommendation: When the revised Affirmative Action Plan is available, the CFW should review it and discuss it with the administration.

Rather than detailing a number of specific recommendations concerning affirmative action, summarizing the basic concerns the CFW continues to have about affirmative action is more appropriate. In some cases as one problem is alleviated, other problems become apparent. Thus, Affirmative Action procedures must be continuously monitored to see if they are being followed, if they adequately address the problems they were designed to remedy, and if they appropriately cover any new problems which emerge. Clearly such monitoring is the responsibility of the Affirmative Action Officer and Coordinator; however, the CFW should be sensitive to affirmative action problems and draw them to these administrators' attention. The ultimate goal which is very difficult to achieve is elimination of the sexist beliefs which lead to discrimination against women. All members of the university community possess some of the sexist beliefs which pervade American society. As an educational institution, UTK should make every effort possible to expose such beliefs to academic scrutiny and to educate itself and those it serves to the negative consequences of such beliefs and practices they support.

WOMEN FACULTY AND ADMINISTRATORS

Faculty: The 1976-77 CFW suggested that special efforts should be directed to recruitment of female faculty and administrators. Despite federally mandated affirmative action efforts, nationally the status of faculty women in institutions of higher education has not improved in recent years. (Table 1).
TABLE 1

Employment of Women Faculty Nationally

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Percent Female of Total</th>
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<tbody>
<tr>
<td>1974-75</td>
<td>22.5</td>
</tr>
<tr>
<td>1975-76</td>
<td>21.7</td>
</tr>
<tr>
<td>1976-77</td>
<td>22.4</td>
</tr>
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</table>


The American Association of University Professors' annual report indicated that not only did the percentage of women faculty not increase in recent years, but also the distribution of women faculty changed from 1976-77 so that the proportion of women in the upper two faculty ranks decreased. And, it reported that the gap between the salaries of males and females at the same rank remained unchanged from 1976 to 1977 (female salaries 5.1% lower than males').

Number. The Commission requested and received from the Vice Chancellor for Planning and Administration summaries of EEO-6 data on the sex and racial characteristics of UTK employees. Table 2 indicated that percentages of females

TABLE 2

Employment of Women Faculty at UTK

<table>
<thead>
<tr>
<th>Year</th>
<th>Female Faculty</th>
<th>Total Faculty</th>
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<tr>
<td></td>
<td>N %</td>
<td>N</td>
</tr>
<tr>
<td>1975</td>
<td>227 19.9</td>
<td>1142</td>
</tr>
<tr>
<td>1977</td>
<td>238 21.3</td>
<td>1116</td>
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</table>

on the faculty at UTK in 1975 and 1977 were somewhat below the national figures for 1974-77. Considerable effort has been expended to recruit women faculty
and it has resulted in an increase in the percentage of the faculty which is female. The CFW lauds those efforts and is pleased with their results.

The survey of graduate women pointed out the necessity for additional increases in the representation of women on the faculty. Some students were concerned that their departments had no women faculty or very few only at the entry level. Current affirmative recruitment procedures should be continued and additional recruitment assistance provided to departments/colleges. At their February 22 meeting with the Chancellor, the CFW drew his attention to the repeated failure of some departments to recruit women. Chancellor Reese indicated that those departments are aware that they have not recruited women. The CFW reaffirmed the need to identify those units, so that special assistance may be provided to them. Recommendation: Identify departments which have not met the goals for female faculty set in the Affirmative Action Plan (January 1977 or summer 1978) and provide them with special assistance in their search activities.

Spring 1978 the Commission for Blacks gave special recognition to individuals whose affirmative action efforts were particularly effective. Recommendation: Central administration should recognize, in a campus newsletter, departments which successfully have recruited women and Black faculty, particularly departments which have smaller pools of women and Blacks.

Since the university successfully has begun to increase the number of women faculty it is appropriate to examine the positions held by those women. The CFW combined data from several reports to develop Table 3. In this table the number of full-time faculty, 1973-78, with doctoral degrees are reported by sex and rank. Although the doctorate is not the terminal degree in a few disciplines, tenure track positions at major universities generally are held only by full-time faculty members who have doctoral degrees. The Chairperson met with Vice Chancellor Herndon February 3, and expressed concern about the low percentage females were of full-time Ph.D. faculty. On the positive side, from 1973-77 the percentages of women increased at the Assistant Professor (6.9%) and Associate Professor (6.8%) ranks. Unfortunately, the percentage of Full Professors who were women declined over the same period (1.2%). (The "Promotion and Tenure" Section presents recommendations concerning the position of women faculty in the university.)

Salary. At its initial meeting (November 15), the CFW expressed support for State Representative Bill Nolan's proposed legislation to appropriate funds to equalize male and female salaries in state institutions of higher education. And, the CFW decided it would be necessary to meet with Vice Chancellors Herndon and Ebersole in order to clarify apparent incongruities between established salary equalization procedures and current practices.

The CFW met with Vice Chancellors Ebersole and Herndon, interested department heads and faculty on March 1 to discuss the salary equalization process. Vice Chancellor Herndon stated that there have been some misunderstandings about the salary equalization process. However, he and Vice Chancellor Ebersole perceived considerable progress in salary equalization and that care had been exercised not to create inequities by raising women's salaries too high.
TABLE 3

FULL-TIME UTK FACULTY WITH PH.D.'S

<table>
<thead>
<tr>
<th>YEAR</th>
<th>RANK</th>
<th>MEN</th>
<th>WOMEN</th>
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<tr>
<td></td>
<td>N</td>
<td>%</td>
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*The programs defined as part of the UTK vary in different years. Since some full-time employees' assignments involve more than one unit, such employees are reported by the percentage time they are assigned to a unit.

Source: Data are from annual reports on academic personnel -- faculty status issued by the Office of Vice Chancellor for Academic Affairs each fall.
The Vice Chancellors indicated that there would be no separate salary adjustments to equalize women's salaries during 1977-78. If any inequities based on sex existed during 1977-78, a woman would receive an adjustment in her 1978-79 salary, which would be combined with all other adjustments (e.g., cost of living, promotion). The participants in the discussion were concerned that women have not been informed of salary adjustments based on sex. The Vice Chancellors assured them that a woman awarded equalization money for 1978-79 could expect to receive a letter from her department head explaining that her salary was being adjusted because it was inequitable on the basis of sex.

In August, the Chairperson met with Vice Chancellors Ebersole and Herndon to further discuss salary equalization. The CFW received a press release from State Representative Bill Nolan, dated July 17, 1978, which indicated that the legislature had appropriated $800,000 to state higher education institutions with the intent that it be used to eliminate "sexually discriminatory pay practices." The Vice Chancellors reported that the approximately one quarter million dollars received by the University of Tennessee, Knoxville were expended primarily to improve the salaries of instructors and full professors regardless of sex. The administration received no directive that the funds were to redress salary inequities based on sex. In fact, the Vice Chancellors understood that the funds were to be used to raise salaries to levels comparable to those at similar institutions.

At the August meeting, the Vice Chancellors were asked if letters had been sent to women faculty who received salary adjustments on the basis of sex for 1978-79. They indicated that letters had not been sent, for under the new system it was difficult to separate adjustments on the basis of sex from other adjustments. Recommendation: The Vice Chancellors were asked to report on the salary equalization process to the university community, so that the community is aware of the administration's continuing commitment to salary equalization.

Salary Study. The Subcommittee on Tenure and Promotion reviewed a draft of the narrative portion of the 1977-78 Salary Study, since it had investigated various studies of sex differences in salary promotion and tenure. The CFW received the partial draft shortly before the report was to be issued, so action had to be taken immediately. The subcommittee met with the Chairperson to express several concerns about the report. The Chairperson, Suzanne Kurth sought expert advice on statistical analysis in the social sciences from Dr. Donald R. Ploch, Head of the Sociology Department. On April 28, a memorandum explaining the subcommittee's concerns was sent to Vice Chancellor Ebersole. There were two sets of concerns: one set involved the elaboration of what types of salary inequity could be dismissed on the basis of the statistical analysis performed and the other focused upon the need for additional statistical analysis. The administration was asked to qualify its assertion that inequities based on sex could be dismissed and to perform some additional data analysis.

The CFW sent a letter with its response to the 1977-78 Salary Study draft to
Vice Chancellor Ebersole on April 28. It noted that a major problem with the reported analysis was that it is questionable to treat sex as a variable, given the limited number of female cases in many categories. For example, in 1977-78 there were only 2 female but 45 male Full Professors (doctorate level) in the College of Education and 46 males but no female Full Professors (doctorate level) in the College of Engineering. Separate multiple regression analyses conducted for males and females were recommended. If the resulting functions are similar, then discrepancies probably are due to the timing of women's entry into the system. If the functions are dissimilar, then inequities probably develop after people enter the system. And, in order to fully understand how much of the variance is accounted for by sex, the CFW recommended that the $R^2$ for salary regressed on all variables (including sex), the $R^2$ for salary on all variables except sex, the $R^2$ for salary and sex should be reported and compared.

The 1977-78 Salary Study was issued during the spring quarter. Various points raised by the CFW were dealt with in the final version of the report. Recommendation: The CFW should be consulted about the annual salary study before the data are analyzed and once the report is in draft form.

Vice Chancellor Ebersole requested that the Office of Institutional Research investigate the utility of separate regression analyses for males and females, as well as other statistical procedures which might identify possible areas of salary inequity. On the basis of such subsequent analysis, further investigation of the "tenure", "professor", and "part-time" categories was deemed appropriate. The "professor" and "tenure" categories will be analyzed further in the proposed tenure and promotion study. Vice Chancellor Ebersole plans to request that the Office of Institutional Research conduct a study of part-time faculty during academic year 1978-79. There has been limited examination of the situation of these faculty members, who in some departments are predominantly female. Recommendation: The CFW should suggest variables to include in the proposed study of part-time faculty, in response to Vice-Chancellor Ebersole's June 1978 request.

Administrators: For several years, the CFW has been concerned about the limited number of women in major administrative positions. Since women frequently are not assigned the lower level administrative positions, which traditionally have prepared individuals for higher level administrative positions, the number of women in all levels of administrative positions needs to be increased.

The number of women in administrative positions suggests the persistence of sexual stratification in administration. A recent study of Women and Minorities in Administration of Higher Education Institutions: Employment Patterns and Salary Comparisons published by the College and University Personnel Association (1977) reported that a large majority of the people holding the 52 administrative positions examined were white men. Specifically, 79% of the administrative positions at the institutions surveyed were held by white men (white women 14%, minority men 5%, and minority women 2%). When only chief-executive positions at white coed and minority institutions were examined, white men held 96% of the
positions. In addition, women (white and minority) who held administrative positions were paid 80% of what men who had the same job title in similar institutions were paid.

At the November 22 CFW meeting, Vice Chancellor Ebersole and Assistant Vice Chancellor Creekmore were asked about the distribution of women in administrative positions at UTK. They indicated that the university had increased the number of women in mid-level administrative positions, but it had not been very successful at placing women in upper level positions. There has been no study comparing the salaries of men and women in administrative positions with the same or similar job titles. The inconsistent usage of job titles currently makes it very difficult for salaries to be compared.

Isolation. The CFW sponsored a "brown bag" luncheon for administrative/professional staff women on April 11 in order to open channels of communication. Vice Chancellor Ebersole provided a list of female staff-exempt employees included in the "Executive/Administrative" and "Professional" HEW personnel categories. A letter was sent to each of the women on the list. A substantial number of those women participated in the luncheon.

A number of women expressed frustration that they were isolated, not in contact with other women in similar positions. Administrative and professional staff women would benefit if a list, such as the one utilized by the CFW, were distributed to each of them. Such a list would provide a means by which they could establish communication channels with one another. Recommendation: The Affirmative Action Coordinator should distribute a list of administrative/professional staff women to the women who hold such positions.

Salary Study. Another set of problems discussed at the luncheon revolved around job titles, job descriptions and salaries. Several women expressed frustration that they often were not aware of position vacancies or if they were aware of them, they could not ascertain from the job announcements whether the positions were at similar, lower or higher levels than their current position. In some cases, the same job title is used for positions at different levels. Recommendation: The UTK "Job Bulletin" should list salary ranges for administrative and professional staff positions, so that potential applicants will have some idea about the level of the position advertised. In addition, many women argued that there should be a study of female and male administrative/professional staff salaries. Since job titles currently have many meanings, they believed that job descriptions would have to be utilized in such a study. Recommendation: UTK should utilize the information obtained from the Hay study for clarification of job titles and job descriptions. Once that has been done, a salary study should be conducted.

Subsequently, the CFW discussed the concerns of the administrative/professional staff women with Chancellor Reese (May 17). The Chancellor described the scattergram data available from the Hay study. He stated that the administration would visually but not statistically examine the "goodness of fit" of job levels and salaries for all administrative/professional staff positions without regard
to sex. The CFW remains convinced that a thorough examination of positions and salaries should ascertain whether or not there are differences in salaries of males and females who occupy similar positions.

Recruitment. At the "brown bag" luncheon, discussion also centered on how to increase the number of women in middle and upper level administrative positions. One suggestion was that a "talent bank" of resumes be maintained on campus, for example, by the Affirmative Action Coordinator. At a later meeting, the CFW discussed whether or not the file of resumes currently maintained in the Personnel Office fulfilled the needs expressed by the women, since resumes routed from the Personnel Office might not be given the same attention as those submitted directly. It was suggested that Personnel Office Staff could notify individuals whose resumes were on file of appropriate position vacancies, so they personally could apply for those positions.

Administrative/professional staff women also proposed the establishment of an in-service administrative training program for women on campus. Such a program would be directed toward preparing women for advancement into higher level administrative positions. Northeastern University has developed a very successful training program through their School of Business.

Fall 1977, a conference entitled "Women in Higher Education: Setting Our Priorities" was held in Nashville. As a result of that meeting of women from higher education institutions in the state, the Tennessee Commission on the Status of Women sent a series of recommendations to chancellors/presidents of state institutions. The CFW expressed its endorsement of those recommendations to the Chancellor and particularly noted that recommendation 3, which called for "the development of campus in-service training for persons interested in increasing administrative skills", requires action on our campus. The CFW was asked to propose what type of program should be developed. Unfortunately, the Faculty and Administrators Subcommittee did not have time to meet and generate program ideas. However, the Emory University President's Commission on the Status of Women is compiling information on such programs, which it is willing to share with other groups. Recommendation: The CFW review information about administrative training programs for women at other universities and develop program ideas suitable for UTK. The program suggestions should be submitted to the Chancellor during academic year 1978-79.

PROMOTION AND TENURE

The Promotion and Tenure subcommittee reviewed various studies of salary, promotion and tenure. The Committee met with Dr. Suzanne Larsen, Office of Institutional Research, to better understand the types of data available for statistical analysis at UTK. And, the CFW met with Dr. Paula Nassen from Committee W of the AAUP to discuss that group's ideas on how to study salaries, promotion and tenure.
The CFW believes that a sound study of promotion and tenure is essential to fuller understanding of the situation of the women on this campus. The administration has expressed its commitment to the execution of such a study.

Promotion and Tenure Study: The Committee recommended variables to be included in a promotion and tenure study and the development of a tenure/promotion kit to the CFW. After discussion of the Committee's report, the CFW agreed upon a slightly revised study proposal. The CFW recommended to Vice Chancellor Ebersole on June 5 that the Office of Institutional Research conduct a study of promotion and tenure for UTK. The following variables should be included in a multiple regression analysis to explain rank and tenure status:

1. Highest degree received
2. Date highest degree received
3. Number of years of service as a faculty member at UTK
4. Number of years of service without tenure
5. Current rank
6. Number of years of service in current rank
7. Number of years of service in previous rank
8. College/school

Since the number of female faculty at UTK is small, sex should not be utilized as a variable in the regression. Separate analyses should be performed for each sex, then the male and female functions should be compared.

In addition, the CFW requested the following tenure data be reported for every year it is available.

1. The percentage of women hired as full-time faculty members who were terminated before they were considered for tenure, as well as the comparable percentage of men.

2. The percentage of women considered for tenure who were denied tenure and the percentage of men eligible for tenure who were denied tenure.

Since individuals may anticipate being terminated or receiving an adverse tenure decision and resign, the data requested above may not reflect adequately possible differences between women's and men's experiences. Thus, further data needed are:

3. The percentage of women hired as full-time assistant professors or instructors who resigned before they completed five years of service, as well as the comparable percentage of men.

4. The percentage of women hired as full-time assistant professors or instructors who resigned when they had between five and seven years of service, as well as the comparable percentage of men.

5. The mean number of years a woman is at UTK before she receives tenure controlling for rank, as well as the mean for men.
And, finally the following promotion data should be reported for every year for which it is available:

1. The percentage of female assistant professors receiving tenure who were promoted to associate professor at the same time and the comparable percentage of males.

2. The mean number of years a woman is an associate professor before she receives promotion to full professor, as well as the mean for men.

**Recommendation:** The CFW should continue to work on the promotion and tenure study with Vice Chancellor Ebersole.

**Tenure/Promotion Support:** The subcommittee also recommended that the CFW should develop a tenure/promotion kit to assist faculty members in presenting their credentials for departmental review. The kit should be distributed to all non-tenured faculty and given to new faculty when they arrive on campus.

The committee proposed that the kit should indicate the types of information utilized for tenure and promotion decisions in various colleges and departments, as well as the types of documentation a faculty member should provide. (Of course, it would strongly encourage faculty members to consult with their department heads and other department members about their department's promotion and tenure criteria. For example, a faculty member should try to obtain annually the department head's perception of her strengths and weaknesses.) Types of documentation which may be useful include:

1. **Publications.** Before submitting an article, it might be wise to send it to researchers in the field. Revisions then can incorporate recognized expert advice. Some colleagues may question the "standards" of journals in which a woman has published. She may request editors of journals in which she has published to send statements of review policies to her or to the chair of her tenure committee, if there is one.

2. **Presentations.** The candidate may desire to solicit outside reviews of papers presented at meetings as well as of other professional activities. Reviewers should be selected on the basis of their knowledge and prominence in the field.

3. **Grants applied for and received should be documented.**

4. **Teaching.** Proposals for new courses, course outlines, reading guides, guidelines for class or individual projects, tests, outlines for class exercises, discussions, in-class experiments or demonstrations, as well as student evaluations of courses, are various materials which may be used to demonstrate quality of and commitment to teaching.

5. **Committee Involvement.** Actions taken, recommendations made and information gathered by the committee, as well as the number of hours spent in committee meetings and in preparation for meetings, may serve
6. Public Service. Record the nature of presentations and their audiences. Other types of service include: advisor of student groups, participation in professional organizations and professionally relevant consulting activities.

Recommendation: The CFW should evaluate further the desirability of developing a tenure/promotion kit.

The Promotion and Tenure Subcommittee also asked the CFW to consider the desirability and feasibility of providing direct support to women undergoing promotion and tenure judgements. After discussion, the CFW concluded that it would be difficult for the CFW to play an advocacy role in departmental promotion and tenure decisions. Committee W of the AAUP handles tenure and promotion complaints. The CFW expressed hope that the grievance procedures in the next edition of the Faculty Handbook would assist women who might encounter problems.

Linkage of Tenure and Promotion: Faculty women in the College of Liberal Arts expressed alarm to the CFW about the position of the new Dean, Robert G. Landen, requiring the linkage of tenure and promotion to Associate Professor. The Faculty Handbook was examined and it contained no requirement that granting of tenure was contingent upon promotion to Associate Professor. The CFW reviewed the number of male and female faculty tenured at each rank as reported in a "A Graphic View of the University," 3rd edition (U.T. Office of Institutional Research, 1978:6). Since 35.1% of the female assistant professors at UTK during Fall 1977 were tenured and only 19.5% of the male assistant professors were tenured, the CFW became concerned that individuals, particularly women, who ordinarily might be awarded tenure but not promotion to Associate Professor at the same time might be terminated. Of course, the CFW hopes that women will be awarded both tenure and promotion.

The chairperson discussed the CFW's interest in the policies of the largest college on campus with Vice Chancellor Herndon during Winter Quarter. On April 28 a memorandum reaffirming the CFW's interest in the relationship between tenure and promotion to associate professor was sent to Vice Chancellor Herndon. He transmitted the CFW's concern to Dean Landen and recommended that the chairperson meet with Dean Landen. This course of action was not pursued by the chairperson, a tenured Assistant Professor in the College of Liberal Arts. Recommendation: The CFW appoint a committee of individuals of varying ranks, tenured and non-tenured, to discuss the College policy with Dean Landen.

SUPPORTING STAFF

An initial supporting staff issue considered by the Commission for Women was whether or not the forthcoming new minimum wage would adversely affect employees, e.g., would some employees be terminated? In November, Vice Chancellor Ebersole assured the CFW that supporting staff had no cause for alarm.
The Subcommittee on Supporting Staff discussed possible approaches to dealing with issues affecting this very diverse and large group of employees. The Committee recommended that the CFW focus on one or two major issues, rather than spreading its effort too thin. The CFW endorsed the committee's recommendation that two issues should receive special attention.

Women in Non-traditional Jobs. Many non-traditional jobs for women involve apprenticeships. Apprenticeship programs supported by state and/or federal money probably must be open to both men and women; however, the university can stress its interest in having women participate in such programs. Craft and technical jobs should receive emphasis, that is, special efforts should be made to train women for such positions.

Recommendation: The Personnel Office should examine the potential opportunities for training women for non-traditional jobs through apprenticeship programs. In addition, the university needs to encourage women to train and apply for non-traditional jobs. Recommendation: The university should sponsor a job/training fair to inform interested female employees and potential employees about opportunities in non-traditional job fields and the types of job training available in the community. The CFW should locate individuals (offices) capable of conducting such a fair.

"Snow Day" Child Care Program: When city and county schools were closed due to inclement weather, many employees found it difficult or impossible to adequately care for their children and perform their jobs. The university should consider establishing a child-care program which would operate when schools are closed due to inclement weather. Student teachers could serve as instructors for such a program, since the schools to which they are assigned are closed. They would receive credit towards their student teaching requirement. The program could be open to all university employees or specific groups, e.g., supporting staff.

Recommendation: A "snow day" child care program should be developed for supporting staff and possibly other university employees.

The CFW examined the Grievance Procedure for Supporting Staff, as a result of interest in the procedures involved in filing complaints of sexual harassment. Although the procedures are quite clear, they do not specifically define possible grievances, e.g., sexual harassment. The dissemination of material on sexual harassment suggested in the earlier discussion of sexual harassment should benefit supporting staff.

COMMUNICATION

The 1976-77 CFW reported the need "to do a more effective job of publicizing (its) efforts and activities, both in order to act as a vehicle for change, and education of those who lack knowledge and awareness of the special problems women experience in higher education." The 1977-78 CFW interpreted this recommendation as a charge to improve communication, which obviously to some extent involves greater publicity.
"Brown Bag Luncheons": The CFW held "brown bag" luncheons for both faculty and administrative/professional staff women. One need which became apparent when the luncheons were being planned was for accurate lists of current female personnel. Dr. Lida Barrett, the former Chairperson of the Task Force on Women, initiated the compilation of a list of faculty women by requesting one from Vice Chancellor Herndon. The original plans for a women's handbook had included a list of faculty women. As a result of later decisions, the Women's Center issued a list of faculty women separate from the Women's Resource Directory.

Although the list from the Women's Center received by CFW members was helpful, it is impossible for individuals without ready access to information on personnel changes to develop and maintain an accurate list. Recommendations: 
(1) Every fall the Vice-Chancellor for Academic Affairs' staff should issue a list of faculty women which indicates their campus addresses and phone numbers. This list should be distributed to the CFW and the Women's Center and available to interested groups (e.g., Committee W of the AAUP). 
(2) The Vice Chancellor for Planning and Administration's staff annually should issue a list of administrative and professional staff women, similar to the one provided this past year to the CFW. (This list could be distributed to administrative/professional staff women by the Affirmative Action Coordinator).

The women listed were sent letters of invitation which explained the purpose of the luncheons, to open lines of communication with the CFW and between individual women. In addition, a list of CFW members, a brief history of CFW activities since its inception (Appendix 1) and statistics on the employment of women faculty or administrative/professional staff were distributed to them. Thus, even if an individual were unable to attend a luncheon, she was made more aware of CFW activities. Also, in an attempt to increase communication, CFW members called faculty women to personally invite them to the luncheon. 

Recommendation: Until communication channels are improved, the CFW at least once a year should communicate directly with both groups of women employees, by sending them information about CFW activities and then meeting with them.

Campus Newsletters: The CFW discussed the general problem of disseminating information about women's programs, women's activities and women's issues. Presently, the Women's Center issues a newsletter once a quarter. Since the Women's Center is part of the student activities organization on campus, its newsletter primarily is distributed to students and focuses upon issues of interest to students. The Program Advisor for the Women's Center, Cindy Straub, indicated that the newsletter had a limited budget and it was produced by volunteers. Thus, the CFW considered the possibility of having an expanded women's newsletter which would include information of interest to women employees, as well as women students. Members suggested including information about women's athletics, CFW activities, Women's Studies courses and programs, in addition to the current information on the Women's Coordinating Council activities. Gloria Ray, Women's Athletics Director, indicated that the new full-time sports information director for Women's Athletics could pull together an expanded newsletter, if people submitted the relevant information to her.
The CFW recognized the importance of better utilizing existing channels of information distribution, also. For example, since students did not receive copies of the new "Non-Sexist Language Guidelines," it proposed that an article be included in the Daily Beacon discussing the importance of non-sexist language and presenting the new guidelines. Although the student who agreed to write an article did not get one published in the student newspaper, further efforts should be made to publish such an article. "Confronting Sexism Week" was well publicized in university publications. And, presentations of the language guidelines and comparative salary information in the Campus Newsletter suggest how information of interest to and about women can be disseminated widely. Further efforts need to be made to utilize publications such as "Staff Stuff," in order to increase awareness of the CFW and its activities and to encourage people to bring issues of concern to them to the CFW.

Faculty Lunches: Another suggestion was to develop faculty lunches which focused on topics of concern to women. Those who had participated in the faculty luncheon-discussions indicated that some attempt should be made to arrange people at tables, so that they would meet people they did not know.

Freshman Orientation: Recommendation: The CFW should consider developing a presentation for first year students at Freshman Orientation. In addition to providing students with female faculty role models, such a program could be used to inform them about opportunities for women in non-traditional careers, programs for women on campus (e.g., Women's Coordinating Council, Women's Studies) and what they can do if they have questions or problems.

Effective communication is a crucial goal for without it the CFW would operate virtually in a vacuum. A number of issues addressed by the CFW during 1977-78 were brought to its attention by members of the university community who were not directly involved with the CFW. Thus, the CFW reevaluated its concern with developing publicity guidelines and elected to focus on improving communication.

WOMEN'S PROGRAMS

Since the inception of the Task Force on Women, UTK has created several women's programs, e.g., the Women's Center, Women's Studies and Women's Athletics. As such programs develop, it would be easy for the CFW to turn its attention to other concerns. However, the continued growth and expansion of these programs is contingent upon everyone's continued interest and support.

Women's Center: As a minimal step toward maintaining full and effective communication with the Women's Center staff and awareness of the activities sponsored by the Women's Center, the CFW held its regular meetings in the Women's Center. And, its director (Program Advisor--Women's Center), a member of the CFW, kept it informed about Women's Center activities. The Women's Center newsletter also provided CFW members with information about activities sponsored by the Women's Center. (The recruitment of journalism students to assist in preparation of the newsletter facilitated preparation of the newsletter.)
CFW members participated in many of the fine programs planned by the Women's Center. In the process of investigating other issues, e.g., the situation of reentry women and graduate women in science, the CFW received suggestions about additional activities the Women's Center might sponsor. Both reentry and graduate women requested that programs be sponsored which focused on combining work and family life. Graduate women suggested that there should be programs on non-traditional careers for women. Since "The Future of Women in Science" conference grant was intended to stimulate continuing programs on campus, consideration should be given to developing programs on non-traditional careers through the Women's Center.

The CFW recognized that the Women's Coordinating Council develops and conducts Women's Center programs, since the Women's Center is a student activity. Perhaps the Women's Center should receive additional budget from other campus units, so that its staff and services could be expanded. The Black Cultural Center, as a part of the College of Liberal Arts, has a larger staff and can provide more diverse services.

While the university was in the process of screening candidates for the "Director of the Women's Center, the CFW learned that Cindy Straub was leaving and a search was being conducted to replace her. The CFW requested that it be allowed to participate in the search for a new "Director" (Program Advisor), since it is vitally concerned and involved with the Women's Center. Dean Phil Scheurer and Sharon Nelson from Student Affairs met with the CFW to discuss the search process. Dean Scheurer had heard various rumors about Cindy Straub's resignation and the search which he believed needed to be dismissed. He clarified the following points: The Program Advisor--Women's Center would be asked to begin work on July 1, 1978. Dean Scheurer further stated that he was very pleased with Cindy Straub's performance of the job and her resignation in no way indicated the university was dissatisfied with her job performance, for she had chosen to resign for personal reasons.

The CFW asked three questions of Dean Scheurer: Why was it not informed that a search was underway, why was the position not clearly identified as "Program Advisor--Women's Center" in the UTK "Job Bulliten," and why was neither a member of the CFW nor a faculty woman on the search committee? Although the job announcement was not listed in the Chronicle for Higher Education, it had been listed at the Placement Center and advertised at professional meetings. Since it apparently was not clear that there was an opening for the Women's Center Program Advisor in the UTK "Job Bulletin," Dean Scheurer indicated that the position would be readvertised specifying Women's Center and the deadline for applications extended. Dean Scheurer replied that the committee was a screening committee, rather than a search committee, and that CFW representation had not been purposely excluded. He further clarified that the screening committee was composed of people he believed were qualified to review the resumes and select candidates for interviews. The CFW members explained that since they had been actively involved in the creation of the Women's Center and the selection of Cindy Straub, they expected to be involved in any subsequent
search for the "director's" position. Dean Scheurer did not believe that it would be appropriate for a CFW member or a faculty woman to serve on the screening committee. It was agreed that the CFW members would meet with the members of the screening committee to explain the qualities the CFW was interested in having candidate for the position have. (CFW members met with the screening committee on May 8). Dean Scheurer indicated that he would be pleased if CFW members would participate in the final interviewing process. CFW members participated in the interviews of the candidates brought to campus. The CFW is very pleased that Marilyn Kent has become the new Director of the Women's Center and looks forward to working closely with her in the future.

Women's Studies: The Women's Studies Committee contacted the CFW and the Women's Coordinating Council about cosponsoring a program on sexism. The Women's Studies Committee continues to be concerned about education in the broad sense, that is, about increasing all students' awareness of women's issues. "Confronting Sexism Week" was a joint effort to in part accomplish that goal.

The Women's Studies Committee is concerned about reaching a wide group of students, in addition to serving those with a very strong interest in Women's Studies. Thus, the introductory Women's Studies courses were submitted for inclusion in two areas of the College of Liberal Arts Triad. The courses were approved, so that students can fulfill part of their general education requirements by taking Women's Studies.

The Women's Studies Program continues to have low visibility on campus. The budget, staff and facilities provided to the program are quite limited, so that the program has to rely upon the Sociology Department for continued support. Recommendation: The CFW should investigate how the Women's Studies Program could receive stronger and broader institutional support.

Women's Athletics: Gloria Ray, Women's Athletics Director, served as a member of the CFW, despite her heavy responsibilities. She provided the CFW members with complimentary tickets to the Lady Vol Classic held in February. The CFW is very proud of how rapidly the women's athletics program has grown and, of course, of their success in the competitive arena. The addition of a full-time sports information director should make it possible for everyone to become more familiar with their activities.

In his January 6 memorandum to the CFW, Chancellor Reese reviewed various issues raised in the 1976-77 Annual Report of the CFW. One problem which the administration had not been able to satisfactorily resolve was how to permit individuals to attend only women's athletic events, when they are held in Stokely Center on the same evening as the men's athletic events. The administration perceived that it would be impossible to issue separate tickets for the events, given the impossibility of clearing the arena between events. Gloria Ray indicated that she shared that perception and explained to the satisfaction of the CFW members why a "two-ticket" policy was not feasible. Perhaps once women's athletics are better publicized and people become more familiar with women's athletic teams, it will be feasible to schedule women's events in Stokely Center.
separately from men's events.

At the CFW's February 22 meeting, Chancellor Reese indicated that UTK has been successful in complying with Title IX in its women's athletic program. Although the state legislature provides funds for men's and women's programs to almost all state higher education institutions, it does not appropriate such funds for UTK given the independent financial status of the men's program. Currently, funds for the women's program are drawn from several sources on campus; however, those funds are limited. The Chancellor indicated that he was seeking data on funding for the women's program. He was not optimistic about the possibility of substantially increasing the funding for the women's program in the near future.

In May the Affirmative Action Coordinator sent the CFW the May 2 issue of the Federal Register which contained the opinion of the General Counsel that institutions of higher education receiving Federal financial assistance must comply with Title IX in the administration of their revenue-producing athletic activities. In the Counsel's opinion, "an institution of higher education must comply with the prohibitions against sex discrimination imposed by that title and its implementing regulations in the administration of any revenue producing inter-collegiate athletic activity if either the athletic activity or the general education program of which the athletic activity is a part is receiving Federal financial assistance" (emphasis added). This opinion indicated that even if an athletic department is self-supporting, equity is mandated. The CFW questioned whether or not UTK was in compliance with government regulations, given the clarification provided by this opinion. The Chairperson met with Vice Chancellor Ebersole who indicated that he was familiar with the opinion and that UTK's administration perceived that the university was in compliance with Federal regulations.

The CFW remains concerned that women's athletics has a second class status at UTK, given the size, reputation and long history of its men's athletics program. The facilities and opportunities for women interested in intercollegiate athletics at UTK are limited. If the state legislature fails to appropriate funds for women's athletics because the men's athletic program is self-supporting, the university must draw upon its own resources to provide more equitable treatment of women's athletics. Recommendations: (1) The CFW should obtain information about what other major state universities with successful revenue-producing men's athletics programs have done to comply with Federal regulations, to provide equal treatment to women athletes. The Women's Athletic Director should be asked for guidance in this pursuit. Once this information has been compiled the CFW should meet with the appropriate administrators and discuss lines of action which would be appropriate at UTK. (2) The CFW should request that the Faculty Senate's Committee on Athletics investigate how to increase the funding and facilities for the women's athletic program.
CONCLUSIONS

Although the CFW proposed a new promotion and tenure study and recommends a study of sex differences in administrative and professional staff salaries, these and most other actions of the CFW reflect continued interest in issues identified by former CFW's. Child care has been an issue of concern for a long time. The university is more able to assist parents with limited child care needs than to develop new total child care programs. The CFW was very pleased when Chancellor Reese announced at its May 17 meeting that ACE fellow Judy Kuipers would examine what child care programs might be possible, given the university's limited resources.

UTK administrators were very willing to meet with the CFW to discuss issues of common concern. The CFW would like for more of these meetings to be initiated by administrators, that is, the CFW would like to be asked to advise on issues before they become problems. At its May 17 meeting with the Chancellor, the CFW explained its interest in playing a more active advisory role. Recommendation: Early in academic year 1978-79, the CFW should meet with Chancellor Reese and Vice Chancellor Ebersole to discuss how the CFW can play a more active advisory role.

The CFW is firmly convinced that everyone benefits from affirmative action. The university community and the society as a whole will benefit as more women, Blacks, Spanish surnamed Americans, handicapped individuals and veterans are given the opportunity to participate on an equal basis in them. Unfortunately, at times affirmative action is sometimes perceived to only refer to increasing the number of individuals in one of these groups. University administrators who are responsible for informing the university community about and/or enforcing Affirmative Action should be reminded that many groups have been disadvantaged and that although numbers are one indicator of success, there are many others.

The CFW members worked very hard during academic year 1977-78. Rather than identifying all special contributions, subcommittees which were very active were identified in the report and their members are identified in Appendix II. Hopefully, this report will stimulate administrative response and direct the activities of the 1978-79 CFW.
In December, 1971, Chancellor Archie R. Dykes appointed a Task Force on Women to "assess the present state of women--students, faculty, and staff--at the University..." and to "recommend a set of guidelines for development of an affirmative action plan to insure equality for women at UTK." The Task Force composed of faculty, administrative, and student members was chaired by Dr. Lida Barrett. After nearly a year of work, the Task Force reported that inequities existed in many areas of the University and provided over eighty recommendations to help redress them. Among the most important recommendations were development of a comprehensive affirmative action plan and establishment of a Commission for Women which would hear grievances, investigate inequalities, and educate students, staff, and faculty about sex discrimination and sex bias.

A Commission for Women was established and began meeting during January, 1973. Each academic year since, a Commission for Women has been appointed by the Chancellor. Their charge has been to advise the Chancellor on planning, implementation, and evaluation of University programs, policies, and services designed to improve the status of women. The Commission works directly with the Vice Chancellor for Planning and Administration.

Annual reports on Commission activities, projects, and area of concern are available in the CFW office (527 McClung). A brief summary of some of the Commission's projects follows:

1973-74: The Commission concentrated on implementing the Task Force recommendations. Attention was also directed to the Office of Institutional Research survey of male and female salaries and interrelationships with supporting personnel office and the office of academic affairs. Also a Women's Studies program was added during 1973-74.

1974-75: CFW made women's studies, child care, salary equalization, a women's handbook, and placement procedures priority projects. The Commission was instrumental in the establishment of an affirmative action coordinator.

1975-76: CFW was involved in the selection of a full-time Affirmative Action Coordinator, as well as in the drafting of the UTK Affirmative Action Plan. The Commission also was involved in the establishment of a campus Women's Center. The CFW also promoted the establishment of a Women's Athletic Program with scholarships and an Athletic Director.

1976-1977: The Commission's priority areas were affirmative action, the situation of supporting staff, salary equalization, Title IX and Women's Athletics, and the Women's Center. Significant progress was made in each of these areas.

The present Commission for Women (1977-1978) is reviewing the salary study format used at UTK, as well as procedures for a study of promotion and tenure. Another key issue is sexism. The Commission is developing a set of non-sexist language guidelines to be issued by the administration and more generally trying to increase understanding and awareness of sexism in its myriad forms. Efforts to promote and support Women's Athletics continue. Other priority areas for the 1977-1978 CFW are the recruitment of qualified women students, faculty, and administrators; the development and maintenance of equitable policies and practices for supporting staff; support of the Women's Center; and monitoring of Affirmative Action procedures. In order to be effective, the CFW needs the support and concern of all women at UTK. The CFW is the medium through which your concerns are transmitted to the administration.

If you have any ideas, questions, complaints, or suggestions, please contact Suzanne Kurth or any Commission member.
SUBCOMMITTEES COMMISSION FOR WOMEN 1977-78

Students:  Susan Becker
           Robert Cooper, Chair
           Barbara Ward

Faculty and Administrators:  Marty Black
                              Sherry Siegel
                              Judy Kuipers, Chair
                              Linda Painter

Sexism:  Susan Becker
        Judy Kuipers
        Phil Hamlin
        Alice Moses, Chair

Tenure and Promotion:  Marty Black
                       Evelyn Bales, Chair
                       Pauline Bayne
                       Cheryl Travis

Athletics:  Armentine Pickett, Chair
            Linda Painter
            Gloria Ray

Supporting Staff:  Mary Dadisman, Chair
                    Jamesena Miller
                    Susan West
                    Brady Deaton

Publicity:  Cathy Farmer, Chair
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            Barbara Ward
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Women's Center:  Cindy Straub, Chair
                 Patricia Ball
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