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Commission for Women

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Women's Studies Program Marks 10th Anniversary

New course looks at women in politics, poets come to campus, and a renowned classicist lectures on lifestyles of women in ancient cultures.

This year marks the 10th anniversary of the Women's Studies Program at UTK. The milestone will be observed with the addition of new courses to the curriculum, a series of visits from prominent female poets, and an appearance from the well-known classicist Mary Leftowich, who has spent much of her time studying the lifestyles of women in ancient cultures and is author of the book Women's Life in Greece and Rome.

A decade ago, five women's studies courses debuted in the College of Liberal Arts, administered from a small room in the Religious Studies Office. Today, nearly 200 students choose from more than 20 courses, some of them turning their studies into a minor, others using them as electives. The faculty has grown to 25 and the tiny room has been exchanged for a suite in Alumni Hall.

A sampling of courses being offered at any given time might include Women in Music, Women in American Literature, Women in European History, Women's Health, The Psychology of Women, Contemporary Research on the Behavior of Women, and Emergence of the Modern American Woman.

Students in the newest Women's Studies course are learning that during the past year benefits for regular part-time employees who work 50 percent or more were also extended to allow them to take two courses a quarter at UT. The only remaining major benefit not available to regular part-time personnel who work less than 75 percent time is health insurance. Longevity pay, an annual bonus paid to full-time personnel based on their years of service, also is not available to part-time workers.

Temporary part-time workers do not receive any of these benefits. Standards for defining who is "regular" and who is "temporary" are being clarified by the Administration.

Concerns regarding part-time workers' benefits may be addressed to Gail Disney, 974-3491.

Geraldine Ferraro is only the latest and most visible female American politician in a long history of politically active women. Called "Ferraro and Her Predecessors," the course examines the vice-presidential contender from a sociological, psychological and historical perspective.

A proposal is under consideration to develop a major in Women's Studies. There are a growing number of disciplines where a women's studies major could be useful, according to Martha Lee Osborne, professor and chair of the program. These include areas of sociology and psychology. As with most liberal arts curriculums, she says, the purpose is not job training, but to give students a broad base of study. For more information about women's studies, call 974-2409.

Katz is Named ASME Congressional Fellow

Marcia Katz, the first woman to receive a Ph.D. in nuclear engineering from UTK, has been named an American Society of Mechanical Engineers Congressional Fellow. She will take a one-year leave of absence from her post as UTK associate professor beginning Jan. 1985 to advise a federal senator or congressman of her choice in Washington D.C. on issues relating to nuclear power and other scientific matters. She is one of only two ASME-selected Fellows from across the country.
Salary and Hiring Policies Subject of Forums

Last Spring (May 10) and again this summer (August 23), Vice Chancellor of Business and Finance Homer Fisher, and Director of Personnel Edward Bennett, met with employees at noon forums sponsored by the Commission for Women to discuss personnel relations. Below is an abridged transcript of these conversations.

Q. Many salary inequities exist on campus. What do you propose to do about this?

A. It is true there are certain kinds of salary inequities related to work load, to various disciplines, and to sex. With our increased funding this year, we have decided to give the highest priority to correcting these salary inequities. We recognize that, of all the employee categories, the clerical and support staff, that is the non-exempt employees, are entitled to the greatest percentage of these salary increases.

I have seen the preliminary salary figures, and for the first time, in all employee categories, women have received the highest percentage increases. The highest raises went to the technical and para-professional employees—computer programmers, systems analysts, etc. Their overall salary increase was 15.1 percent, with 17.3 percent for women in that category, and 13.6 percent for men. It is the largest single raise we have ever been able to give in the history of this institution.

The next highest category was secretaries, with the women receiving 14.9 percent and the men 14.7 percent. The lowest category was in the executive/administrative area, where women received 14.1 percent and men received 12.9 percent increases.

The cost of all these salary improvements will be more than nine million dollars, which is a large percentage of the new money available. It means there will not be as much available for increases in operating funds or library and equipment funds. But we hope it is an indication of a continuing priority at this institution for bringing about adjustments in inequitable salary situations.

Q. All too often department heads are frustrated by the lack of means with which to reward meritorious employees. Please address this issue.

A. The philosophy of the administration has been to support the merit concept. But this has been encroached upon by the desire to insure equity to the degree we can. If we don't make adjustments to keep faculty and staff in some reasonable line with their counterparts elsewhere, we won't have them with us very long. So there are a number of factors that enter into the ultimate use of funds. The Chancellor's position has been one of endorsing merit whenever we have had the latitude from State government. However, in many years a percentage of, or in some cases, all of the salary adjustments have been earmarked for across-the-board kinds of increases. We expect to be concentrating on this and other kinds of equity adjustments again this year.

Towards this goal, we have developed a proposal which will go to the Chancellor's staff this Fall that will provide for audits of all positions every 24 months. It will also provide for financial support to departments which may not have the resources to implement the recommendations forthcoming from these audits. The audits will concentrate on the position description, not on the person filling the position. They will look at the actual work that is being performed as opposed to how well it is being done, how diligent or how loyal the employee is. We must also work very carefully to overcome feelings of resentment by employees who might think that the results of the audit are a reflection on the individual. We must also work to overcome a fear by some that these audits might be used to downgrade certain positions. We have never done that, and that would not be the thrust of the audits we are talking about.

Q. There is interest among staff members in a program of supervisor evaluations. These evaluations are done among faculty, but not among non-academic staff. How can such a program be implemented?

A. There is general support for such a program, but there are costs involved and a need to provide some guidance. Sample forms to be used for the evaluations would be useful. Another concern is eliminating fear on the part of employees who are doing the evaluations. There must be assurances and protections built into this that there would be no reprisals.

Q. There have been legal rulings recently over the issue of "equal pay for comparable work." What is the reaction of University administration to this issue?

A. The theory of comparable work began to be discussed in the early 1970s. Although there are many definitions of comparable work, the most commonly accepted is a pay policy which says all jobs must be paid based on total worth or comparable worth to the employer. It carries with it an elaborate system for coding this worth. It is a phenomenon throughout our society that the professions women enter are lower paid than those men generally enter. AT UTK we are making progress at closing the gap between the salaries of those disciplines heavily represented by males and those by females. It's going to take several years of higher percentages in salary increases for women over men, and that is what we're trying to do with the equity adjustments.

Q. Can you include statistics with regard to how well the university is doing in the hiring and retention of women and other minorities for non-traditional fields?

A. It is a problem to find women who are interested in employment in non-traditional fields. But we have been very successful, for example, in changing data processing at this institution from what was historically a man's field to a field which is increasingly filled with women. We now have women police officers. In the finance office we have had remarkable success in finding some very able women. Within our physical plant I have a real problem finding women who will apply for positions in the non-traditional areas, such as carpentry. We had a female horticulturalist, but she moved away. We are not doing as well in hiring black men or women in the traditional or non-traditional fields because it is hard to attract minorities to this part of the state. I don't see the nature of a particular discipline as being as much of a problem as the need to pay all our people better, thereby making ourselves more attractive as an employer.
Researchers Study Workers At Home

How many times has a working woman, whose children are waiting for her at home, thought "If only I could stay one more hour and get this job finished."? A project being conducted through the UT College of Education is reconciling this conflict, allowing a group of young mothers to pursue their careers while staying home with their children.

Called "At Home In The Office," the study is an experiment to determine what types of work can effectively be performed in the home, and what are the advantages to doing so. The 18-month research project, sponsored by the U.S. Department of Education, began in July 1983.

Four UTK employees, ranging in age from 21-36, were selected to participate. They are working the same number of hours they worked on campus, and they are doing the same work. The study differs from others on this subject because it examines for the first time the potential for conducting high tech clerical and support staff work at home. Word processing equipment has been installed in each of the participant's homes. Some of the work involves typing long grant proposals and documents.

Project leaders are preparing a document, which will be available in December through the U.S. Department of Education, containing an assessment of the research. Called "A Guide To Home Work," it will contain observations on the kind of person who successfully works at home. It will evaluate psychological factors involved, such as the effects of isolation and the necessity for self-motivation. It even contains a self assessment test for readers to determine if they are the kind of person who could work at home. It reviews the laws and government agencies which regulate the activities of home workers. It provides guidelines for selecting software and hardware for clerical support. It suggests designs for creating effective work space within the home. And it lists all the questions to ask when calling a computer dealer for cost comparisons of equipment.

According to project director Sheila McCullough, the UT study has shown no difference in the quality or quantity of work being performed by their at-home employees. She said they had anticipated some problems related to social isolation. But, while all the workers say they miss the interaction with co-workers, the benefits of working at home outweigh the disadvantages. Three of the workers spend one day a week in the office, and that has been adequate social interaction for them, said Dr. McCullough.

Working at home is not new. It is recent developments in technology that have opened more possibilities for home work, particularly for computer programmers and data entry clerks. This work arrangement appeals not only to parents of young children. There are advantages also for the handicapped and for those who live in rural areas. In large cities, employees of such companies as Blue Cross and American Express are finding they can avoid long commutes by participating in their company's home work programs. Accident victims find it a way to continue working while convalescing. How extensively it is practiced, said Dr. McCullough, depends to a large degree on the changing attitudes of management.

Concert Set

Folk singer and pianist Cris Williamson, and rock singer Tret Fure will perform Oct. 23, 8 p.m. in the UTK Music Hall. Tickets are available at the Central Ticket Office for $6 and $5. Cris, who is well-known to feminist audiences across the country, is co-founder of the female-owned record company Olivia Records. Her music often reflects her South Dakota background where, as the child of a forest ranger, she was deeply influenced by nature and the Sioux Indians.

Tret, who accompanies Cris on the guitar, began her musical career as a record producer and engineer, and now records for Second Wave Record Co. The concert is being sponsored by the Women's Coordinating Council.

Women in Communications Elects Officers

Women in Communications, the national organization for professionals and students in journalism, public relations, advertising, film, publishing and broadcasting held its first Knoxville meeting Oct. 1 at the UT Faculty Club. A reception and dinner were followed by a panel discussion called "Bedroom Journalism," dealing with sexual harassment on the job.

The organization's newly elected officers are: President, Nancy Hild, freelance writer; Vice Presidents for Membership, Wanda Richart, UT Agricultural Extension Service Publications, and Mimi Ferrell, Baptist Hospital Public Relations; Vice President for Programs, Patsy Stair, public relations consultant; Secretary, Barbara Moore, UTK Department of Broadcasting; Treasurer, Jackie Kersh, Municipal Technical Advisory Service Public Information; and Publicity Chair, Suzan Stevens, WATE-TV.

The next meeting will be November 5. The program will focus on Geraldine Ferraro's relationship with media. For more information, call 693-8791.
National Science Foundation Offers Research Opportunities To Women

The National Science Foundation is sponsoring a program called Research Opportunities for Women, designed for female scientists and engineers who want to undertake independent research. The program accepts proposals in all disciplines supported by the Foundation. To be eligible, a woman must have received a doctorate at least three years prior to submission of the proposal. She cannot have been the principal researcher on any other Federal award.

The Foundation expects to make 10-15 of these awards in 1985. Individual projects will be funded for up to 36 months.

Proposals must be postmarked no later than Jan. 15, 1985. For more information contact: ROW Program Director, Room 1144, Division of Research Initiation and Improvement, National Science Foundation, Wash. D.C. 20550, telephone (202) 357-7734.

A second program sponsored by the National Science Foundation, called Visiting Professorships for Women, enables an experienced female scientist or engineer to undertake advanced research at a host academic institution. In addition to her research, the visiting professor performs teaching and counseling duties to increase the visibility of female scientists and to encourage other women to pursue careers in science and engineering. The research must be in a field normally supported by the foundation and may be conducted independently or in collaboration with others.

To be eligible, an applicant must hold a doctorate in a field of research supported by the foundation. She must have independent research experience and be currently or recently affiliated with an institution of higher education, industry, or the public sector. The Foundation expects to make approximately 29 awards this year to visiting professors. Proposals must be postmarked no later than Nov. 15, 1985. The usual award will be for 12 months, but others will be considered. For more information, contact Program Director, NSF Visiting Professorships for Women, Room 1144, NSF, Wash. D.C. 20550, telephone (202) 357-7734.

Book Sale

It's not too early to think about donating books to the annual book sale sponsored by the American Association of University Women, to be held April 13-16. Proceeds go into a scholarship fund for women. Call Barbara Miller, 525-4978.

Seminar Set for Clerical Workers

A one-day seminar designed for professional development of clerical employees will be held Nov. 8 at the University Center. Details will be published in a forthcoming flyer. Call Diane Lovin, 974-6657, for information.

Oops!

The last issue of Networker said that Susan Becker, associate professor of history, was awarded honorary membership in the newly chartered UTK chapter of Alpha Lambda Delta. Dr. Becker has been a member of that organization since 1956. Networker regrets the error.

Help is Available

For New Secretaries

The UTK Personnel Training and Development Center has expanded its services to include a consultant for new clerical and secretarial employees who need on-the-job training. Diane Lovin, who holds a master's degree in adult and business education, is available for clerical training upon request from supervisors. Call 974-6657.

Wilson Attends Paris Seminar

Paule Wilson, women's studies instructor, has returned from three weeks in France where she participated in a seminar at the Castle of Vincennes outside Paris on women's literature studies. There she met prominent international female writers and researchers, and gathered material for her Fall course, "Images of Women in World Literature;" and her Winter course, "Women in French Culture."

Publications List

Grants For Students and Professionals

 Been wondering where the money is? A current list of grants and other funding resources for students from undergraduate to doctorate is available in a booklet called "Get Your Money, Honey! A Student's Guide To Staying Alive."

In addition to listing dozens of sources for money, the book offers guidance on getting help with the children, alternative housing, writing grant proposals and setting goals. It is $4.95, and may be ordered from For Us Publications, P.O. Box 33147, Farragut Station, Washington, D.C. 20033.

For women who want to write, dance, play the piano, do construction work, or anything else, there is the monthly publication "For Us Women Newsletter" that lists grants, prizes and awards available to women. It is overflowing with lists of funding for women's education, women writers and artists, business women, researchers, and international travel. A sample issue is $2.50, subscriptions are $15. Order from the above address.

Women's Poetry Series Comes To Campus

The UTK English Department, in cooperation with the Women's Coordinating Council, the Women's Studies Program and the Film Studies Program, will sponsor a series of poetry readings and other artists this year.

First in the series, called "Kinship: A Celebration of Women Poets," will be the November 15 appearances of George Ella Lyon, Kentucky Appalachian poet, and Carole Stone, New Jersey book author. They will present their readings at 8 p.m. in Room 1210 McClung Tower.

In conjunction with the Black Cultural Center, Audre Lorde will present a poetry reading Feb. 7 in the UT Center auditorium.

On February 21, film and culture critic Nora Sayre will talk on "Images of Women in American Film" in the UT Center Shiloh Room. Her talk will focus on films from the 1950s.
Meet the Commission for Women, 1984-85

The Commission for Women is an organization appointed by the Chancellor each year to advise the administration on issues concerning all faculty, staff and student women at UTK. Since its formation in 1972, the Commission has addressed such issues as child care facilities, sexual harassment, campus safety, sexist language in the college curriculum, the appointment of women to high-ranking positions, and salary inequities. This year’s Commission members, and the areas they will focus on are:

Mary Jo Hoover, chairperson and associate dean of the College of Law. She received her J.D. from Brooklyn Law School. Her attention on the Commission will focus on setting up training programs aimed at developing leadership and management skills for women. Telephone 974-5790.

Linda Burton, manager of personnel training, research and development. She holds a Ph.D. in American Literature from UT with a specialty in American Literature. Her interest on the Commission is in providing workshops and other training opportunities aimed at the upward professional mobility of women. Telephone 974-6657.

June Cassell, manager of special projects in the personnel department. She received her B.A. in liberal arts from UT and as a Commission member will focus on procedures or policy questions of staff women, concerns about the transfer process and training and promotional opportunities. Telephone 974-5151.

Gail Clay, director of the University Center. She holds an M.A. from the U. of N.C. in physical education, and counseling and guidance. Her work on the Commission will involve helping to coordinate programs for the Women’s Center and upgrading positions for non-exempt staff. Telephone 974-3455.

Joan Cronan, director of Women’s Athletics, who holds an M.S. from Lat State in physical education. She wants to promote athletic opportunities for university women and to improve media coverage of women’s activities. Telephone 974-4275.

Gail Disney, associate professor of nutrition and food sciences. She received her Ph.D. from UTK and is active in attempts to upgrade benefits for part-time faculty and staff women. Telephone 974-3491.

Jane Dunlap, associate professor of advertising who received her Ed.D. from the U. of Akron. Her concerns on the Commission will focus on helping women obtain grants for research and innovative projects. Telephone 974-3048.

Nancy Goslee, associate professor of English and director of English graduate studies. She received a Ph.D. from Yale in English romantic poetry. Her interests lie in problems facing female graduate students and in the concerns of female part-time faculty. Telephone 974-6933.

Jeanette Jennings, assistant professor of social work. She received a Ph.D. in political science and social work from the U. of Michigan and came to UTK from Michigan’s Institute of Gerontology. On the Commission she will be concerned with issues that relate to black women and to problems confronting women who face retirement. Telephone 974-7512.

Marcia Katz, associate professor of nuclear engineering. Her work on the Commission involves building a network for women graduate students, especially in the sciences, math and engineering. Telephone 974-5048.

Susan Kemppainen, a financial aide counselor, who oversees such programs as work study and supplemental grants. Her work on the Commission will focus on providing academic and financial advice to re-entry students, who are predominantly women, and in providing day care facilities for their children. Telephone 974-3131.

Susan Kurth, assistant professor of sociology with a Ph.D. from the U. of Ill., Chicago, in social psychology. She will study the structural constraints that tend to keep women from reaching higher administrative positions. Telephone 974-6021.

Nicole Lepouvre, senior library assistant, completing a B.A. at UTK in French and business. She is concerned with promoting the theory of equal pay for comparable work, and with working conditions in general for female non-exempt staff. Telephone 974-4236.

Patricia McClam, associate professor of human services with a Ph.D. from the U. of S.C. in counselor education. She will promote open dialogues among women on safety, employment practices, sexual harassment and other issues through a variety of forums including seminars, luncheons and conferences. Telephone 974-4331.

Naomi Meara, professor of educational and counseling psychology, who received her Ph.D. from Ohio State U. She will focus on faculty and staff development and in-service training.

Martha Lee Osborne, associate professor of philosophy and chairperson of Women’s Studies Committee, who holds a Ph.D. in philosophy from UTK. Her special interests lie in tenure and promotion opportunities for faculty women. Telephone 974-7212.

Eleanor Overby, instructor of English with an M.A. from U. Va. Her main interest will be dealing with the difficulties of reconciling a career with a family. Telephone 974-6951.

Madge Phillips, director and professor, School of HPER. She received her Ph.D. from the U. of Iowa and specializes in the sociology of sport and the history of physical education. Her concerns on the Commission include salary equity for faculty, sexist language, and appointments of faculty and staff women to higher ranks. Telephone 974-8121.

Jane Redmond, director of minority student affairs. She received an M.A. in guidance and counseling from UTK and will focus her attention on the Commission on creating promotion opportunities for women, on racial and sexual harassment issues, and on the establishment of child care facilities. Telephone 974-6861.

Deborah Schriver, associate dean of student conduct and orientation, who is working on a Ph.D. in American Colonial literature. Her interests include the encouragement of women through workshops and seminars to go beyond what they perceive as their limits, both academically and in leadership roles. Telephone 974-2435.

Beverly Swenson, Off-Campus assistant in the Registrar’s Office, whose job is to check requirements for undergraduate students graduating from the Colleges of Business and Liberal Arts. In addition to advising students, she will concentrate on improving promotion opportunities and salaries for staff women. Telephone 974-1498.

Judith Webster, head of the UTK library monograph department. She is concerned with improving personnel communications and practices regarding job audits and merit pay increases. Telephone 974-4431.

Olga Welch, associate professor and director of the deaf education program in the Dept. of Special Education and Rehabilitation. A Phi Beta Kappa, she is listed in the 1984 Who’s Who Among American Women. Her concerns include promotion and tenure issues for women, teaching technical writing skills to women, and preparing women for policymaking positions in university administration. Telephone 974-4139.
Congratulations to Lady Vol Summer Olympic Athletes!

In case you were hiking the Himalayas this summer and didn't hear the news, UT's women's basketball coach Pat Head-Summitt, and her assistant, Nancy Darsch, led the American Olympic women's basketball team to a gold medal in Los Angeles. Two UT students were gold medal winners on that team: Lea Henry, a graduate student in physical education, and Cindy Noble, who graduated from UT in elementary education and is now playing pro ball for a team in Japan.

Eight more UT women competed in the summer olympic games. Benita Fitzgerald-Brown, an industrial engineering student, won a gold medal in the 1100-meter hurdle track competition. Sharrieffa Barksdale (track), senior in elementary education, and Missy Kane (track), graduate student in physical education, also competed for the United States.

UT students playing for Jamaica were Veronica Findley (track), junior in recreation; Ilrey Oliver (track), junior in business; and Cathy Rattray (track), senior in Spanish and business.

Playing for Ireland were UT students Pat Walsh (track), senior in physical education; and Julie Parkes (swimming), sophomore in physical education.

Debby Jennings, Lady Vol sports information officer, was a U.S. Olympic Committee press officer.

Coach Reflects and Looks Ahead

There is a fine line between sensible discipline and too much structure. This may be the most important lesson Pat Head-Summitt brings home to UT after coaching the American women's basketball team to a gold medal.

In an interview, Pat said she has learned to allow more freedom on the courts in exchange for more flexibility from her players.

She said the most challenging part of her task last summer was creating a team bond out of 12 talented and very individualistic people. She said things were their worst at the end of June when the players returned to training camp after touring Taipei.

"We were flat. We lacked intensity. I couldn't get a spark. No enthusiasm. I was extremely worried about morale," she remembers. "We were physically, mentally and emotionally drained." She believes it was a team effort at good communications that pulled them through.

The immediate future for Pat looks comfortably familiar. "Everyone keeps asking me 'What next?' as though after the Olympics I should do something totally different. As long as I enjoy coaching basketball, that's what I will do," she said. For now, Pat faces the challenge of taking a "young, energetic, enthusiastic, perhaps a little nervous" UT Lady Vol basketball team through a victorious season. Ultimately, way down the road, if the thrill of coaching fades, she said a career in radio or television might tempt her.

Peace Group Picnic Held

Knoxville Peace Links (Women Against Nuclear War) hosted its annual Peace Day observances with a picnic at Jiams Park, on Oct. 7. The pot luck picnic honored those actively working to avoid a nuclear conflict.

Peace Links is a national organization founded in 1981 with headquarters in Washington, D.C. For more information, contact Brenda Logan, 688-3783.