1980

1980 - 1983 Women of Achievement Awards
Documents

Commission for Women

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The University of Tennessee, Knoxville Commission for Women extends a cordial invitation to join in recognizing

WOMEN OF ACHIEVEMENT 1980

November 24, 1980
7:30 p.m.
Carolyn P. Brown Memorial University Center
Tennessee Auditorium

Speaker: Dr. Frances "Sissy" Farenthold
Come and CELEBRATE

Women of Achievement 1980 Awards

November 24, 1980 will be a very special day for women at UTK! At 7:30 p.m. in the University Center Auditorium, the University and the UTK Commission for Women will sponsor a program recognizing the accomplishments of UTK women--staff non-exempt, staff exempt, faculty, students, and alumnae.

Women will be honored in several areas, including: exceptional service to the institution, exceptional creative accomplishments, outstanding teaching, exceptional service to the community, achievement in non-traditional fields, and accomplishment which involves overcoming significant adversity.

The featured speaker for this exciting and festive event will be Dr. Frances "Sissy" Farenthold, one of the nation's truly outstanding leaders. Dr. Farenthold was the first chairperson of the National Women's Political Caucus (1973-75) and founder of the Public Leadership Education Network. After serving two years as the only woman legislator in the 150-member Texas House of Representatives, in 1972 she became the first woman whose name was placed in nomination as a candidate for the U.S. Vice Presidency at a major political party's national convention.

During the past four years, Dr. Farenthold served as the first woman president in the 108-year history of New York's Wells College. A Vassar graduate and one of the few women to earn the Doctor of Jurisprudence degree from the University of Texas Law School in the 1940's, she returned to her native Texas this year to establish a Houston law firm.

Plan now to join in the festivities and celebration at this exciting event! Admission is free.
WOMEN OF ACHIEVEMENT 1980

University of Tennessee, Knoxville
Commission for Women
Chaired By
Dr. Madge M. Phillips
Nov. 24, 1980
7:30 P.M.
Tennessee Auditorium
Awards to be Presented

Nettie Lee Wimberly
Recognition for exceptional service to the institution

Amy M. Withers
Recognition for exceptional creative accomplishment

Florence Skeffington
Recognition for outstanding teaching

Elma E.R. Ellis and Elise L. Ogden
Recognition of outstanding achievement by alumnae

Mary Rose Gram
Recognition for significant publications

Harriet Greve
Recognition for exceptional service to women students

Ruth Stephens
Recognition for exceptional service to the community

Jessie Harris
Recognition for exceptional performance as a graduate student

Martha Carroll and Peggy Calloway
Recognition for exceptional contributions through extra-curricular activities

Barbara Blount, Polly McClung, Jenny Armstrong, Mattie Kain and Kitty Kain
Recognition for achievement in non-traditional fields

Florence V. Essery
Recognition for accomplishments which involve overcoming significant adversity

Isabel Tipton
Tradition of excellence recognition

Florence McIntyre
Recognition of academic excellence in the first year of collegiate study

Recognition of accomplishments by former faculty or staff which have improved the quality of life for women at UTK

Program

Presiding: Martha S. Black
Past Chairperson
UTK Commission for Women

Welcome: Jack E. Reese
Chancellor UTK

Cello Solo: Mary Fraley
UT Music Dept.

Speaker: Frances Farenthold
Attorney-At-Law, Houston:
Former President of
Wells College

Presentation of Awards: Sylvia Hart
Dean College of Nursing

Susan West
Supervisor UT Book Store

Mary Richards
Asst. Dean Graduate Studies

Anne Hopkins
Professor Political Science

Alma Mater: Led by Helen Johnston
University Alumna
(Audience please join in)

Reception to follow in Cumberland Suite and Ballroom.
ALMA MATER

On a hallowed hill in Tennessee
Like beacon shining bright
The stately walls of old UT
Rise glorious to the sight.

So here’s to you old Tennessee
Our Alma Mater true
We pledge in love and harmony
Our loyalty to you.

Written by
Mary Fleming Meek

Displays provided by local women artists
Arranged by: Donna Abt, Graduate Assistant-University Center
Music provided by: Peggy Beeler
Executive Secretary-Academic Affairs
An Invitation to Assist the UTK Commission for Women in Identifying Women Faculty, Staff-Exempt and Staff-nonexempt Employees, and Students who Should Be Recognized in the 1980 "Women of Achievement" Program

Deans, Directors, Department Heads, Faculty, Staff-exempt and Staff non-exempt employees, students, student organizations, and other groups are urged to provide information about 1) women who have received an award or honor from a group or organization on campus or externally and/or 2) women who have accomplished something during 1979-80 for which they should be recognized. The categories below have been devised as guidelines, but all suggestions are very welcome, even if there seems to be no appropriate category.

TO SUGGEST AN INDIVIDUAL: PLEASE PROVIDE THE INFORMATION ON THE BACK OF THIS SHEET AND FORWARD IT TO: DR. MADGE PHILLIPS, DIRECTOR OF THE SCHOOL OF HEALTH, PHYSICAL EDUCATION, AND RECREATION - 328 HER BUILDING, CAMPUS

Suggestions need to be received by October 24.

1. Exceptional Service to the Institution
   Women faculty, administrators, support staff, and students who have made significant contributions to the ongoing University during 1979-80.

2. Exceptional Creative Accomplishment
   Women faculty, students, or staff who have made significant literary or artistic (art, music, dance, crafts, etc.) contributions during 1979-80.

3. Outstanding Teaching
   Women junior faculty, senior faculty, GTA's, full-time, and part-time faculty who have been formally or informally recognized as outstanding teachers in 1979-80.

4. Alumnae of Achievement
   Recent alumnae (since 1970) and less recent alumnae who have made significant professional, civic, or educational contributions.

5. Significant Publications
   Women faculty, staff, or students who have published significant scholarly, professional, or creative books or articles in 1979-80.

6. Exceptional Service to UTK's Women Students
   Women faculty, staff, or students who have assisted women students in an outstanding manner.

7. Exceptional Service to the Community
   Women faculty, staff, or students who have made a significant impact upon the local (or their home) community.

8. Exceptional Performance as a Graduate Student
   Women graduate students who have achieved academic excellence and, through research, creative endeavor, institutional service, or community service, have achieved an added dimension of excellence.

9. Exceptional Contributions Through Extra-Curricular Activities
   Women students whose accomplishments in UTK extracurricular activities have been outstanding during the past year.

10. Achievement in Non-traditional Fields
    Women faculty, staff, and students who have achieved in fields generally considered "nontraditional" for women.
11. **Accomplishment Which Involves Overcoming Significant Adversity**

Women faculty, staff, or students whose accomplishments are underscored because they have "overcome incredible odds" in their achievement.

12. **Tradition of Excellence Recognition**

Women faculty, staff, or students who, by a combination of accomplishments, exemplify the finest of UTK's traditions of excellence.

13. **Academic Achievement of First Year Students**

All women first year students who have maintained a G.P.A. of 3.5 or better will be recognized. It is not necessary to submit these names.

14. **Accomplishments by Former Faculty or Staff Which Have Improved the Quality of Life for Women at UTK**

Former faculty or staff whose accomplishments while at UTK significantly improved, by deed or example, the quality of life for women at UTK.

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1: Name of Person suggested: 

2: Category into which accomplishments fall: 

3-A: Award received previously (please give awarding body, criteria for the award, and a brief description of why this woman was chosen): 

3-B: Accomplishments for which the person should be recognized: 

4: The person being suggested is a faculty member , staff-exempt employee , staff-nonexempt employee , student , alumna .
"WOMEN OF ACHIEVEMENT"
UT, K 1980

A Tribute To Women For Whom Recognition Awards Have Been Named

Nettie Lee Wimberly Recognition for Exceptional Service to the Institution

"Service to the institution" involves efforts to make UTK a better place for one person or for many, in the present or future. "Exceptional" service entails efforts which result in substantial improvement or which, although they may not be dramatically proclaimed, are characterized by dedication, loyalty, and performance of assigned and unassigned tasks which require far more time and effort than could reasonably be expected. This latter kind of exceptional service often goes unrecognized, but persons who provide it make their mark on this institution as surely as do those whose service lends itself to publicity or recognition.

Nettie Lee Wimberly, secretary and administrative services assistant in the Office of the Dean of the College of Education, was a quiet person who could always be counted upon to assume responsibility for any task which needed to be done and to get it finished on time, even though she might have to devote many extra hours to its completion. She provided continuity in the Dean's office during the terms of four deans, and set the tone of the office as helpful, friendly, and efficient. As a member of the traffic review board, her good judgment and practicality were much valued. She personally maintained a commission as a Notary Public, and provided Notary services to students, faculty, and staff at no charge.

Nettie Lee Wimberly exemplified the competence and selfless dedication which are the essence of all types of exceptional service to the institution.

Mrs. A. M. Withers Recognition for Exceptional Creative Accomplishment

In 1921, Mrs. A. M. Withers was employed as Assistant Professor of Art. Mrs. Withers was a positive, outspoken person who increased enrollments in fine arts from fewer than 10 to more than 120. In 1923, she was dismissed from the University for her refusal to teach applied arts such as dressmaking and costume design after fine arts and applied art had been combined under the jurisdiction of the Home Economics Department.

Mrs. Withers held that fine arts were legitimate collegiate-level areas of study and that creative accomplishment should be accorded recognition. Her advocacy of the fine arts was found abrasive by some, and her views outlandish by others. Her sincerity, knowledge, and talent, however, were unquestioned. Her advocacy perhaps moved the institution toward full recognition of the importance of fine arts.
Florence Skeffington Recognitions for Outstanding Teaching

In 1899, Miss Florence Skeffington joined the faculty of The University of Tennessee as an Assistant Professor of English, becoming the first full-time female faculty member in this institution's history. She quickly earned a reputation for excellence in teaching and was additionally well-known for her continuing interest in her students.

Elma E.R. Ellis and Elise L. Ogden Recognitions of Outstanding Achievement by Alumnae

In 1895, the first two women received degrees from this University. Elma E.R. Ellis received the BA in the Literary Course, and Elise L. Ogden received the BA in the Scientific Course.

Since these two women received their degrees, more than 100,000 women have graduated from this University, and substantial numbers have made significant contributions in scholarly, professional, political, and service areas.

Mary Rose Gram Recognition for Significant Publications

Dr. Mary Rose Gram served as Head of the Department of Food Science, Nutrition, and Food Systems Administration from 1964 through 1976. At UTK, she was best known as an excellent administrator and teacher who worked diligently to enhance the profession of Home Economics and to assist students in their careers.

Dr. Gram was additionally a distinguished researcher and scholar whose publications made significant contributions in the nutrition field. Much of her early research involved studies of metabolism, iron absorption, nitrogen absorption, and the amino acid requirement of young women. She also did several major studies on the physiological effects of various kinds of weight-loss diets.
Harriet Greve Recognition for Exceptional Service to Women Students

Harriet Greve, herself a UTK alumna, was a legendary Dean of Women who was employed at UTK for 36 years, from 1921 until 1957. Dean Greve was a faculty member who additionally served as head resident in Barbara Blount residence hall for many years and gained the respect of women students because of her lively, level-headed advising and her dedication to assisting women students. She was instrumental in establishing the organization of the sorority system which remains today, and she consistently advocated maintenance of high standards in academic and extra-curricular matters.

Her propensity as Dean of Women to examine thoroughly probable and possible implications and consequences of change was well-known, and her opinions, once adopted, were public and unchanging. It is a moot point whether Dean Greve would find it amusing that her service to women students and to the University has been commemorated by naming a men's residence hall for her.

Ruth Stephens Recognition for Exceptional Service to the Community

If the Guiness Book of Records included a category for most speeches made by a faculty member, Dr. Ruth Stephens would surely be listed as the record-holder. During her 34 years on the faculty of the History and Political Science Departments, she made literally thousands of speeches to civic groups, professional organizations, and education-affiliated groups on topics of "current history". She had a regular radio program on which she presented her views about matters of national and international significance, and for several years she served as a commentator on current events on a daily news program of a local television station.

Ruth Stephens was a "character", who could be counted on to be a vocal participant in any controversy, and did not hesitate to espouse unpopular views. She advocated rearmament in 1941, and, in opposition to the Dean of Women, led the fight for women to be allowed to serve as cheerleaders at UTK in 1937. In the thirties, in response to criticism that her profanity in the classroom was objectionable, she replied, "Hell, I'm not profane in class."

Dr. Stephens' opinions on topics of current history, albeit sometimes unpopular, were carefully researched and considered. Because of this (and her indomitable personality) she enjoyed tremendous respect both within and without the university. She consistently and unstintingly shared her knowledge and provided a strong link between the University and the publics it serves.
Jessie Harris Recognition for Exceptional Performance as a Graduate Student

In 1926, Jessie Harris joined the faculty of the Department of Home Economics, and, as Head and later Dean of the College, moved the program into research, emphasized scholarly research by faculty and students, and began the graduate program. In 1927, the Department had 104 students enrolled, and 22 baccalaureate degrees were conferred. In 1939, enrollment had risen to 552, and 104 baccalaureate and 28 Master's degrees were conferred.

Jessie Harris, for whom the College of Home Economics Building is named, strongly advocated graduate work for women and worked diligently to see that graduate degree holders were well prepared in research techniques. Particular emphasis was placed, in the early years of the Home Economics graduate program, on determining the vitamin content of certain foods. To provide appropriate capability for laboratory work in the graduate program, Home Economics became the first unit on the UTK campus to utilize white rats for laboratory experiments.

Graduate students found an excellent role model in Jessie Harris, whose continuing research and acknowledged scholarship attracted additional faculty qualified to instruct at the graduate level.

Martha Carroll and Peggy Calloway Recognition for Exceptional Contributions through Extra-Curricular Activities

As early as 1926, the student newspaper called for establishment of a department of music. By 1940, UTK had had an all-male band for more than 25 years which played for ROTC events, for football games, and perhaps gave a concert or two each year. In 1940, Martha Carroll and Peggy Calloway became the first female band members, when they insisted on being allowed to join the band, in which they each played a lyre. Glee clubs and orchestras had already included women students, but the close linkage of the band with the ROTC program and the University's tradition as a military institution had preserved the band's all-male membership. These two women were accomplished musicians and became well-accepted by the other approximately 100 members of the band.
In 1804, Blount College, the predecessor of The University of Tennessee, Knoxville became the first college in the United States to enroll both men and women in its regular programs. The five women students enrolled, Barbara Blount, Polly McClung, Jenny Armstrong, Mattie Kain and Kitty Kain, were pioneers in the movement of women towards full participation in the educational process. Although after their enrollment for a period insufficient to earn a degree the University was not to readmit women until 1893, these five women represent a significant "first" in achievement in a non-traditional area.

Dr. Florence Essery devoted her professional career to efforts to remove obstacles to accomplishment for physically handicapped persons. She joined the UTK faculty in 1937 as an Associate Professor of Elementary Education and within two years was recognized as one of Tennessee's most knowledgeable persons in the area of special education. Dr. Essery advocated establishment of a Department of Special Education at UTK, and her efforts were successful when, in 1954, the Department was established and she served as Acting Chairperson. Dr. Essery's contributions to methods of identification of physical handicap or conditions requiring special education techniques and her development of methods through which such persons could receive training and education placed UTK in the vanguard of special education efforts. Dr. Essery, who lives in Gatlinburg now, fought prejudice and ignorance in her attempts to provide for the handicapped, and her own accomplishments indeed required overcoming significant adversity.
MEMO

TO: Commission Members
FROM: Michelle Long, Graduate Assistant
DATE: November 6, 1980
RE: Evaluation of "Women of Achievement" Program

Enclosed please find rough copies of the forms that the Evaluation Committee has drawn up to evaluate the "Women of Achievement" Program.

The Evaluation Committee would like suggestions for improvement. Please send any suggestions to Dr. Jackie McInnis, Home Economics Education, 7 Home Economics Bldg., Campus.

Enclosures: 1) Committee Evaluation 2) Program Evaluation
The University of Tennessee, Knoxville  
Commission for Women  

November 17, 1980  

TO: UTK Women with Freshman year Cumulative Grade Point Averages of 3.5 or higher  

The UTK Commission for Women congratulates you on your achievement of an outstanding academic record, and plans to recognize your accomplishment at the UTK "Women of Achievement" program to be held November 24 at 7:30 p.m. in the auditorium of the Carolyn P. Brown Memorial University Center.  

We hope you will be able to be present to receive a certificate which classifies you as one of UTK's Women of Achievement and to allow us, members of the administration, the faculty, the staff, and the student body to congratulate you in person on your accomplishment.  

I look forward to seeing you on November 24.  

Sincerely,  

Madge Phillips  

kkr
Please evaluate the following aspects of the program and give to the usher before leaving.

<table>
<thead>
<tr>
<th></th>
<th>Poor</th>
<th>Average</th>
<th>Excellent</th>
<th>Unable to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Need for the program</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>2. Procedure for nominating</td>
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<tr>
<td>3. Procedure for selecting recipients</td>
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<tr>
<td>4. Pre-program publicity</td>
<td></td>
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<tr>
<td>5. Physical arrangements</td>
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<tr>
<td>Auditorium</td>
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<tr>
<td>Reception Area</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>6. Speaker - Dr. Frances Farenthold</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Procedure for Presentation of Awards</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>8. Accomplishment of program objectives</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

As a result of this program:

9. Has your awareness of the contributions of women of UTK been increased?
10. Has your awareness of the role to the commission for women been enhanced?
11. How can future programs be improved?
"1980 Women of Achievement"

Evaluation

On the evening of November 24, 1980 The University of Tennessee, Knoxville's Commission for Women presented the first "Women of Achievement" evening. The purpose of this program was to honor women within the UT community who had achieved recognition through their services, teaching or scholarly endeavors at the university. Approximately 400 people were in attendance. The following evaluation of the event is based upon data collected via/questionnaire distributed at the reception following the program. Questionnaires were not given to everyone there, nor did all who took one complete it, therefore filling one out was rather voluntary. A total of 67 responses were received, 15 from students, 21 from faculty, 18 from staff and 13 classified as "others". Most of the latter category were from the community.

For purposes of brevity, the questionnaire is repeated below with responses converted to the percentage of total responses. All respondents did not respond to each item, therefore lines may not total 100%.

<table>
<thead>
<tr>
<th>Item</th>
<th>Poor</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Unable to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Need for the program</td>
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<td></td>
<td>18</td>
<td></td>
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<tr>
<td>2. Procedure for nominating</td>
<td>3</td>
<td>16</td>
<td>28</td>
<td>78</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>3. Procedure for selecting recipients</td>
<td>3</td>
<td>1</td>
<td>6</td>
<td>22</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>4. Pre-program publicity</td>
<td>3</td>
<td>1</td>
<td>10</td>
<td>33</td>
<td>37</td>
<td></td>
</tr>
<tr>
<td>5. Physical arrangements</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Auditorium</td>
<td>1</td>
<td>4</td>
<td>27</td>
<td>57</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Reception area</td>
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<td>19</td>
<td>61</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Speaker - Dr. Frances Farenthold</td>
<td>3</td>
<td>4</td>
<td>21</td>
<td>66</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>7. Procedure for presentation of awards</td>
<td>21</td>
<td>21</td>
<td>51</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Accomplishment of program objectives</td>
<td>1</td>
<td>4</td>
<td>30</td>
<td>54</td>
<td>6</td>
<td></td>
</tr>
</tbody>
</table>

N = 67
Summary - Individuals responding to the questionnaire apparently supported, strongly, the need for such a program. However, the procedures for nominating and selecting recipients did not receive consistently high ratings as many checked "unable to judge" or other categories. The pre-publicity was rated good or excellent for the most part. Physical arrangements of the auditorium and reception area were well selected, mostly ranked excellent. Likewise, the speaker was well received, as 87% of the respondents ranked her presentation as either "good" or "excellent". The procedure for the presentation of awards received a mixed rating, but most people liked the way in which it was done. Overall, the attenders thought that the program objectives had been accomplished.

In response to the two short answer questions, almost without exception the respondents indicated that their awareness of the contribution of women of UT had been increased and that their awareness of the role of the commission for women had been enhanced.

Improvement of Future Programs

The final question provided perhaps the most interesting, as well as the most helpful, information. The question referred to suggestions for improvements of future programs. Some comments with indications of multiple numbers of people mentioning the item are included. Some remarks are quoted, others summarized or paraphrased.

1. The need for more such programs or a continuance of this one was mentioned by twelve people.
2. The suggestion was made for more publicity, especially around the Knoxville businesses, and outside of UT, was mentioned by seven individuals.
3. "Would like to see more representation from non-conventional areas honored."
4. Presentations were too long--reading was boring and long. (noted by five people.
5. One person objected to "cap and gown attire and formal cello recital". Said we needed to appeal more to students.
6. Needed to publicize the nomination procedure.
7. "Need to print recipients names in programs".
8. Needed name tags to help interaction at reception.
9. Three evaluators thought we needed to include racial and ethnic minorities, also clerical staff.
10. Three people thought we should allow members of the Commission for Women to be nominated.

11. "Some categories duplicate areas recognized at the Chancellors Annual Honors Banquet."

12. "Women should not be segregated in recognition, except to underscore their contributions. I feel very strongly that this evening should be an excuse for the University to continue to primarily recognize men for exceptional service."

13. Other ideas for presentors might be a person representative of the area of recognition or this year’s winners for next year.


15. Honor more alumnae and "outsiders", use recipients for seminars during the year.

16. More consideration given to criteria for selection of recipients. Supervisor be asked for supporting recommendation. (One Dean was embarrassed over a particular selection). Each nominee’s supervisor be alerted that individual was nominated.

17. "Appeal to a broader section of the campus--Men."

18. Better distribution of nomination forms.

19. More lead time was needed to nominate was mentioned by two people.

19. Have a "Woman of the Year" award.

Committee Evaluations
Each person serving on a committee was asked to complete an evaluation form for the functioning of that committee. Those evaluations have been collected and are available for further summation.
December 1, 1980

Dr. Madge M. Phillips
328 HPER Building
CAMPUS

Dear Madge:

Monday night, November 24, was one of those rare and exhilarating occasions when the promise of celebration is genuinely realized—the dappled past, the uncertain present, the hoped-for future seen and lived and lamented and rejoiced in all together. I can think of no more vivid way in which the women who live and work at UTK today could have sensed that they belong to a continuing tradition of persistence, struggle, and accomplishment. It was a moving experience to recall the names of people like Mary Rose Gram, Harriet Greve, Isabel Tipton, and Ruth Stephens—each of whom I knew personally as colleague or teacher or friend—and then the names of persons I had not known about before, with the startling fact of something first or important or determined that they had done—juxtaposed with the names of women I see almost daily. It was impossible to feel simply like a spectator in these proceedings, since my own life has been touched by the people who were honored. It was thus my celebration too, and I think that is the way everyone felt.

You and the Achievement Night Committees fully deserve the rich satisfaction I am sure you feel in having arranged so admirable an event.

Cordially,

Ralph

Ralph Norman
Associate Vice Chancellor

RN:bcj

cc: Women of Achievement Night Committees
Dr. Madge Phillips
328 HPER Building
Campus

Dear Madge:

Thank you and the Commission for conceiving, planning, and executing the recognition of "Women of Achievement." The program was carefully planned, and the women selected were highly deserving of the award. I know they appreciated the evening, as did I, and I should like to congratulate you and the other members of the Commission for this very positive recognition of women who have contributed significantly to the University and the community.

Sincerely,

Jack E. Reese
Chancellor

cc: Associate Vice Chancellor Betsey Creekmore
COMMITTEES FOR THE WOMEN OF ACHIEVEMENT NIGHT

Selection of Award Winners
Susan Becker, Chairperson, History Dept.
Betty Craig, Career Resource Center
Mary Frances Crawford, Library
Mary Dadisman, Personnel
Jane Redmond, Women's Center
Martha Masengill, Alumni Affairs
Susan West, Bookstore
Anne McDonald, Reserve Library
Anne Austin, Student
Gail Disney, Nutrition & Food Science

Invitations
Suzanne Kurth, Chairperson, Sociology Dept.
Edith Szathmary, Graduate Studies & Research
Priscilla White, Child & Family Studies
Thomasenia Robinson, Affirmative Action Coordinator

Certificate Awards
Cheryl Travis, Chairperson, Psychology Dept.
Toni Debusk, Personnel
Greta Eichel, Artist
Jim Kelly, Publication Service Bureau

Printed Program
Jane Redmond, Chairperson, Women's Center
Gail Clay, Director, University Center

Arrangements
Gail Clay, Director, University Center
Jamesena Miller, Central Food Services
Jane Redmond, Women's Center
Kay Hollingsworth, Reservationist, University Center
Claudine Clevenger, ID Office, University Center
Phil Hamlin, Philosophy Dept.
Monique Anderson, Liberal Arts Advising Center
Alice Witherspoon, University Center Food Service
Dona Abt, Student
Patti Thigpen, Student
Suzanne Stanfill, Student

Evaluation
Jackie McInnis, Chairperson, Home Economics Dept.
Gail Clay, Director, University Center
Susan Hadley, Panhellenic

Publicity
Jane Dunlap, Chairperson, Advertising
Sheila Bowen, Nursing
Debby Jennings, Women Athletics
Alice Moore, Alumni Affairs
Lynn Nennstiel, Student Publications
Jane Pope, Public Relations Office
Helen Grove, Home Economics
Lisa Britt, Student
"I never intended to become a run-of-the-mill person."

BARBARA JORDAN

THE UNIVERSITY OF TENNESSEE, KNOXVILLE

WOMEN OF ACHIEVEMENT

In honor of

for outstanding accomplishment in scholarship or service

Chair, Commission for Women

Chancellor
WOMEN OF ACHIEVEMENT
1983

University of Tennessee, Knoxville
Commission for Women
Chaired By
Gail Clay
Nov. 10, 1983
7:30 P.M.
Tennessee Auditorium
DEAR FELLOW MEMBER OF THE PUBLICITY COMMITTEE FOR THE FANTASTIC WOMEN OF ACHIEVEMENT EVENT, TO BE HELD, NOVEMBER 10:

WE HAD A GOOD PRELIMINARY MEETING OF SIX MEMBERS OF THE COMMITTEE AND ANTICIPATE A FULL ATTENDANCE AT THE NEXT MEETING (DATE AS YET UNDETERMINED). BUT SO THAT YOU CAN KNOW THE ENTIRE GROUP AND HAVE A TELEPHONE EXTENSION, THE BETTER TO COMMUNICATE, HERE IS THE COMMITTEE ROSTER:

JANE DUNLAP, CHAIRPERSON . . . . 3048 or 5099 (Adv.)
JANE POPE, CO-CHAIRPERSON . . . . 2225 (P.R.)
ALICE MOORE . . . . . . . 5432 (Alumini)
LYNN NENNSTIEL . . . . . . . 3231 (Publica.)
JOHIE MOZINGO . . . . . . . 7592 (Nursing)
DIANE NEWTON (Grad. Student) . . . 2225 (P.R.)
MARIE GARDNER (Grad. Student) . . . 8283 or 3048 (Adv.)
JEANNE TAYLOR . . . . . . . 8882 (Phys.Ed.)
SHANNON MULKEY . . . . . . . 5045 (Develop.)

Be thinking of ways to promote the WOMEN OF ACHIEVEMENT event. Don't wait to be phoned or written to or asked for ideas. Take the initiative and come up with a couple of winners...and then notify another member of the committee. This kind of "open-line" communication can make for a very effective committee action and this event warrants our achieving this.

Keep in touch.

( Jane Dunlap )

10-13-83
September 29, 1983

TO: Deans, Directors and Department Heads

FROM: Jack Reese

RE: "Women of Achievement"

The UTK Commission for Women will sponsor a "Women of Achievement" program on the evening of November 10. The 1980 Women of Achievement recognition program, also sponsored by the Commission for Women, was an extremely impressive event, which recognized outstanding contributions to the institution and the community and outstanding achievements in a variety of areas.

The Commission has asked that I urge each of you to assist by encouraging members of your units to nominate outstanding women faculty, staff, and students, as well as alumnae, for these awards, and I am pleased to join the Commission in asking for your assistance in identifying people who should be recognized for their contributions.

I enclose a copy of the nomination form. Dr. Madge Phillips has additional copies of the form or the form may be duplicated.

Thank you very much for your assistance.

bcm

Attachment

c: Dean Mary Jo Hoover
   Dr. Madge Phillips
   Miss Gail Clay
September 29, 1983

TO: Mr. David Lauver
FROM: Jack Reese
RE: Women of Achievement 1983

Dave, the Commission for Women will again be holding a Women of Achievement program on the evening of November 10. I enclose a copy of the awards and the nomination form which was in the Networker in May, and the Commission and I would both appreciate it if you could include a request for nominations for this event and some information about the event in a campus newsletter as soon as possible. The deadline for nominations is October 14.

I am extremely pleased that the Commission has chosen to emphasize excellence in achievements of women, and I believe that this sort of program could be very helpful to us as we seek to upgrade the image of the University. It would seem to me that it can be an excellent recruitment tool. Dean Mary Jo Hoover is coordinating the event for the Commission for Women, and she has asked Warren Gaston to provide a list of the high schools from which the women undergraduate students who will be recognized for superior academic achievement came to UTK. I intend to write to the principals of the high schools indicating that the students that they have sent us have been recognized and hope that this will spur them on to send us additional students.

The success of the event is, of course, dependent upon getting nominations of truly outstanding persons, and I would appreciate anything you could do to aid the Commission in this respect.

bcm

Attachment

cc:w/attachment: Dean Mary Jo Hoover
Miss Gail Clay
Dr. Madge Phillips
Dr. Luke Ebersole
Miss Betsey Creekmore
Ms. Denise Harvey
You are invited to assist the UTK Commission for Women in identifying women faculty, employees, and students who should be recognized in the second "Women of Achievement" program. Deans, directors, department heads, faculty, employees, students, and organizations are all urged to provide information about women who have received an award or honor, or on women who have accomplished something since the first ceremony in 1980 for which they should be recognized. The categories below serve as guidelines, but all suggestions are welcome, even if there is no appropriate category. The awards will be presented at a ceremony, November 10, 1983.

<table>
<thead>
<tr>
<th>Category of Accomplishments</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exceptional Performance as a Graduate Student</td>
<td>Honors those women who have achieved academic excellence and, through research, creative endeavor, institutional service, or community service, have achieved an added dimension of excellence.</td>
</tr>
<tr>
<td>Exceptional Creative Accomplishment</td>
<td>Honors those women who have made significant literary or artistic (art, music, dance, crafts, etc.) contributions.</td>
</tr>
<tr>
<td>Exceptional Contributions Through Extra-Curricular Activities</td>
<td>Honors those women whose accomplishments in UTK extracurricular activities have been outstanding since 1980.</td>
</tr>
<tr>
<td>Exceptional Service to the Institution</td>
<td>Honors those who have made significant contributions to the ongoing university.</td>
</tr>
<tr>
<td>Exceptional Service to UTK's Women Students</td>
<td>Honors women who have assisted other women students in an outstanding manner.</td>
</tr>
<tr>
<td>Exceptional Service to the Community</td>
<td>Honors women who have made a significant impact upon the local or their home community.</td>
</tr>
<tr>
<td>Achievements in Non-traditional Fields</td>
<td>Honors women who have achieved in fields generally considered &quot;non-traditional&quot; for women.</td>
</tr>
<tr>
<td>Overcoming Significant Adversity</td>
<td>Honors those whose accomplishments are underscored because they have overcome great obstacles.</td>
</tr>
<tr>
<td>Tradition of Excellence Recognition</td>
<td>Honors those whose combination of accomplishments exemplify the finest of UTK's traditions of excellence.</td>
</tr>
<tr>
<td>Accomplishments by Former Faculty or Staff Which Have Improved the Quality of Life for Women at UTK</td>
<td>Honors former employees whose accomplishments while at UTK significantly improved the quality of life for women at UTK.</td>
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</tbody>
</table>

To suggest an individual, please provide the information below and send it to Dr. Madge Phillips, 328 HPER Bldg. no later than October 14, 1983.

Name and address of nominee

Category of accomplishments (see above)

Award received previously (please give awarding body, criteria for the award, and a brief description of why this woman was chosen)

Accomplishments for which this person should be recognized

The person being nominated is a faculty member___, staff-exempt employee___, staff-nonexempt employee___, student___, alumna___.

Name and address of nominating person

(Only UTK women employees, students, and alumnae are eligible to receive awards.)
MEMORANDUM

TO: Dr. Jack Reese
FROM: David Lauver
RE: Women of Achievement

I received your recent memo on the Women of Achievement program yesterday and was interested to learn of your plan to write principals of the high schools attended by student academic achievement award winners. I agree that this is an excellent way to show our interest in recruiting academically outstanding students.

Our staff members already are in contact with members of the Commission for Women to assist in promoting the event. A special edition NEWSletter now on the press will provide background information about the event and awards and include a ballot. To expand opportunities for communication and increase nominations, the NEWSletter will be sent to non-exempt staff as well as our regular mailing list of faculty and administrative staff.

Jane Pope and Dianne Newton (a communications graduate student who is serving as a host for our weekly "On Campus" television show broadcast Sunday evenings on Channel 2) have worked with Commission members to obtain information and write newspaper and broadcast announcements. They have prepared a P.A. system announcement about Women of Achievement to be used at the LSU football game, and they plan an "On Campus" segment about the event.

After the event, a two-page article in a football program will be devoted to Women of Achievement, and the event will also be promoted through regular edition NEWSletters, This Week on Campus, and Television Services' continuous TV listings of events. Jane Pope will also serve as a liaison person with the Knoxville news media in developing additional coverage.

DL:mew

cc: Miss Gail Clay
    Miss Betsey Creekmore
    Dr. Luke Ebersole
    Ms. Denise Harvey
    Dean Mary Jo Hoover
    Ms. Dianne Newton
    Dr. Madge Phillips
    Ms. Jane Pope

Oldest and Largest Campus in the Statewide University of Tennessee System
TO: Deans, Directors and Department Heads
FROM: Gail Clay, Chair
SUBJECT: "Women of Achievement" Program

Thank you very much for your assistance in nominating outstanding persons for recognition as part of this program and for your overall support of this effort. More than 250 persons have been nominated, and the diversity and exceptional accomplishments represented by the nominations surprised even the members of the Commission.

We need your help again in helping us to invite all interested persons, both male and female, to join us for the "Celebration of Excellence" on Thursday, November 10 at 7:30 p.m. in the auditorium of the Carolyn P. Brown Memorial University Center and to the reception which will follow the event. (The reception will be in the ballroom of the Center.)

We would have liked to be able to send individual invitations to everyone on the University faculty and staff, but time (and budget) simply precludes doing so. We would, therefore, greatly appreciate your assistance in helping to extend an invitation to everyone to attend.

jss
November 17, 1983

TO: Madge Phillips  
FROM: Joan Cronan  

Congratulations on a beautiful evening. I thought the Women of Achievement night was excellent. I know it took lots of hours and hard work and organization on your part, and the part of your committee to do a superb job but you need to be congratulated.

The Women's Athletics Department really was very pleased with the honors bestowed on them last night. Thank you for considering us as such a vital part of the university.

Again, congratulations!

Joan Cronan
BASIC POINTS OF CFW WOMEN OF ACHIEVEMENT DEBRIEFING SESSION

18 November 1983

• A "How To" file needs to be established outlining the timing of procedures for each task, with accompanying documentation. Two copies of each "report" will be made. One will be maintained in the Chair of the CFW's office, and the other in the Director of Affirmative Action's office.

• There will be a second debriefing gathering at Madge Phillips' house Thursday, December 8, at 6:30. CFW members are requested to bring documentation materials for the "How To" file.

• Methods of evaluation of the publicity for the awards program and of the program must be established and agreed upon before the ceremonies.

• It was difficult to publicize this event because of the lack of a headline. If possible, awardees' names should be revealed prior to the event.

• It's possible that the traditional format of this event has outlived its usefulness. It was suggested that future events build on the personal relations aspect, perhaps focusing on a large reception.

• Information was requested on selection processes and underlying point evaluation system. Each committee should identify procedures used.

• With the ensuing administrative realignment, there is much concern about the administration's attention and responsiveness to women's issues.

• Thank you letters will be sent out to ushers, secretaries, the pianist, the speaker, production staff, etc. These will be written by Gail, Susan, and Denise and sent out by Mary Jo's office.
RECOGNITION FOR EXCEPTIONAL SERVICE TO THE INSTITUTION:

NETTIE LEE WIMBERLY

"Service to the institution" involves efforts to make UTK a better place for one person or for many, in the present or future. "Exceptional" service entails efforts which result in substantial improvement or which, although they may not be dramatically proclaimed, are characterized by dedication, loyalty, and performance of assigned and unassigned tasks which require far more time and effort than could reasonably be expected. This latter kind of exceptional service often goes unrecognized, but persons who provide it make their mark on this institution as surely as do those whose service lends itself to publicity or recognition.

Nettie Lee Wimberly, secretary and administrative services assistant in the Office of the Dean of the College of Education, was a quiet person who could always be counted upon to assume responsibility for any task which needed to be done and to get it finished on time, even though she might have to devote many extra hours to its completion. She provided continuity in the Dean's office during the terms of four deans, and set the tone of the office as helpful, friendly, and efficient. As a member of the traffic review board, her good judgment and practicality were much valued. She personally maintained a commission as a Notary Public, and provided Notary services to students, faculty, and staff at no charge.

Nettie Lee Wimberly exemplified the competence and selfless dedication which are the essence of all types of exceptional service to the institution.
RECOGNITION FOR EXCEPTIONAL CREATIVE ACCOMPLISHMENT:

MRS. A. M. WITHERS

In 1921, Mrs. A. M. Withers was employed as Assistant Professor of Art. Mrs. Withers was a positive, outspoken person who increased enrollments in fine arts from fewer than 10 to more than 120. In 1923, she was dismissed from the University for her refusal to teach applied arts such as dressmaking and costume design after fine arts and applied art had been combined under the jurisdiction of the Home Economics Department.

Mrs. Withers held that fine arts were legitimate collegiate-level areas of study and that creative accomplishment should be accorded recognition. Her advocacy of the fine arts was found abrasive by some, and her views outlandish by others. Her sincerity, knowledge, and talent, however, were unquestioned. Her advocacy perhaps moved the institution toward full recognition of the importance of fine arts.

RECOGNITION FOR OUTSTANDING TEACHING:

FLORENCE SKEFFINGTON

In 1899, Miss Florence Skeffington joined the faculty of The University of Tennessee as an Assistant Professor of English, becoming the first full-time female faculty member in this institution's history. She quickly earned a reputation for excellence in teaching and was additionally well-known for her continuing interest in her students.

RECOGNITION OF OUTSTANDING ACHIEVEMENT BY ALUMNAE:

ELMA E. R. ELLIS and ELISE L. OGDEN

In 1895, the first two women received degrees from this University. Elma E. R. Ellis received the BA in the Literary Course, and Elise L. Ogden received the BA in the Scientific Course.

Since these two women received their degrees, more than 100,000 women have graduated from this University, and substantial numbers have made significant contributions in scholarly, professional, political, and service areas.

RECOGNITION FOR SIGNIFICANT PUBLICATIONS:

MARY ROSE GRAM

Dr. Mary Rose Gram served as Head of the Department of Food Science, Nutrition, and Food Systems Administration from 1964 through 1976. At UTK, she was best known
as an excellent administrator and teacher who worked diligently to enhance the profession of home economics and to assist students in their careers.

Dr. Gram was additionally a distinguished researcher and scholar whose publications made significant contributions in the nutrition field. Much of her early research involved studies of metabolism, iron absorption, nitrogen absorption, and the amino acid requirement of young women. She also did several major studies on the physiological effects of various kinds of weight-loss diets.

RECOGNITION FOR EXCEPTIONAL SERVICE TO WOMEN STUDENTS:

HARRIET GREVE

Harriet Greve, herself a UTK alumna, was a legendary Dean of Women who was employed at UTK for 36 years, from 1921 until 1957. Dean Greve was a faculty member who additionally served as head resident in Barbara Blount residence hall for many years and gained the respect of women students because of her lively, level-headed advising and her dedication to assisting women students. She was instrumental in establishing the organization of the sorority system which remains today, and she consistently advocated maintenance of high standards in academic and extra-curricular matters.

Her propensity as Dean of Women to examine thoroughly probable and possible implications and consequences of change was well known, and her opinions, once adopted, were public and unchanging. It is a moot point whether Dean Greve would find it amusing that her service to women students and to the University has been commemorated by naming a men's residence hall for her.

RECOGNITION FOR EXCEPTIONAL SERVICE TO THE COMMUNITY:

RUTH STEPHENS

If the Guinness Book of Records included a category for most speeches made by a faculty member, Dr. Ruth Stephens would surely be listed as the record holder. During her 34 years on the faculty of the History and Political Science Departments, she made literally thousands of speeches to civic groups, professional organizations, and education-affiliated groups on topics of "current history." She had a regular radio program on which she presented her views about matters of national and international significance, and for several years she served as a commentator on current events on a daily news program of a local television station.

Ruth Stephens was a "character," who could be counted on to be a vocal participant in any controversy, and did not hesitate to espouse unpopular views. She advocated rearmament in 1941, and, in opposition to the Dean of Women, led the fight for women to be allowed to serve as cheerleaders at UTK in 1937. In the thirties, in response to criticism that her profanity in the classroom was objectionable, she replied, "Hell, I'm not profane in class."
Dr. Stephens' opinions on topics of current history, albeit sometimes unpopular, were carefully researched and considered. Because of this (and her indomitable personality) she enjoyed tremendous respect both within and without the University. She consistently and unstintingly shared her knowledge and provided a strong link between the University and the public it serves.

RECOGNITION FOR EXCEPTIONAL PERFORMANCE AS A GRADUATE STUDENT:

JESSIE HARRIS

In 1926, Jessie Harris joined the faculty of the Department of Home Economics, and, as Head and later Dean of the College, moved the program into research, emphasized scholarly research by faculty and students, and began the graduate program. In 1927, the Department had 104 students enrolled, and 22 baccalaureate degrees were conferred. In 1939, enrollment had risen to 552, and 104 baccalaureate and 28 master's degrees were conferred.

Jessie Harris, for whom the College of Home Economics Building is named, strongly advocated graduate work for women and worked diligently to see that graduate degree holders were well prepared in research techniques. Particular emphasis was placed, in the early years of the home economics graduate program, on determining the vitamin content of certain foods. To provide appropriate capability for laboratory work in the graduate program, Home Economics became the first unit on the UTK campus to utilize white rats for laboratory experiments.

Graduate students found an excellent role model in Jessie Harris, whose continuing research and acknowledged scholarship attracted additional faculty qualified to instruct at the graduate level.

RECOGNITION FOR EXCEPTIONAL CONTRIBUTIONS THROUGH EXTRA-CURRICULAR ACTIVITIES:

MARTHA CARROLL and PEGGY CALLOWAY

As early as 1926, the student newspaper called for establishment of a department of music. By 1940, UTK had had an all-male band for more than 25 years which played for ROTC events, for football games, and perhaps gave a concert or two each year. In 1940, Martha Carroll and Peggy Calloway became the first female band members, when they insisted on being allowed to join the band, in which they each played a lyre. Glee clubs and orchestras had already included women students, but the close linkage of the band with the ROTC program and the University's tradition as a military institution had preserved the band's all-male membership. These two women were accomplished musicians and became well-accepted by the other approximately 100 members of the band.
RECOGNITION FOR ACCOMPLISHMENT IN NON-TRADITIONAL AREAS:

BARBARA BLOUNT, POLLY McCLUNG, JENNIFER ARMSTRONG, MATTIE KAIN and KITTY KAIN

In 1804, Blount College, the predecessor of The University of Tennessee, Knoxville became the first college in the United States to enroll both men and women in its regular programs. The five women students enrolled, Barbara Blount, Polly McClung, Jennie Armstrong, Mattie Kain and Kitty Kain, were pioneers in the movement of women toward full participation in the educational process. Although after their enrollment for a period insufficient to earn a degree the University was not to readmit women until 1893, these five women represent a significant "first" in achievement in a non-traditional area.

RECOGNITION FOR ACCOMPLISHMENTS WHICH INVOLVE OVERCOMING SIGNIFICANT ADVERSITY:

FLORENCE V. ESSERY

The nature of the human condition entails facing and dealing with various types of adversity. Accomplishments which involve overcoming major physical handicaps, major situational hardship, or mental or emotional obstacles are underscored and admired.

Dr. Florence Essery devoted her professional career to efforts to remove obstacles to accomplishment for physically handicapped persons. She joined the UTK faculty in 1937 as an Associate Professor of Elementary Education and within two years was recognized as one of Tennessee's most knowledgeable persons in the area of special education.

Dr. Essery advocated establishment of a Department of Special Education at UTK, and her efforts were successful when, in 1954, the Department was established and she served as Acting Chairperson. Dr. Essery's contributions to methods of identification of physical handicap or conditions requiring special education placed UTK in the vanguard of special education efforts. Dr. Essery fought prejudice and ignorance in her attempts to provide for the handicapped, and her own accomplishments indeed required overcoming significant adversity.

RECOGNITION FOR TRADITION OF EXCELLENCE:

ISABEL TIPTON

From 1948 until 1972, Dr. Isabel Tipton was a member of the faculty in the UTK Physics Department. During those years, she was an eminent scholar and an excellent teacher. Her research on trace elements in human tissues was nationally acclaimed and was supported by more than $500,000 in grants from federal agencies, at a time in which $25,000 would have represented major external funding. She published more than 35 papers about her work, and was never too busy to explain its significance or implications to students and colleagues.
Dr. Tipton was a consistent advocate of equality for women, and both a staunch supporter and an excellent representative of academic excellence. She was a person whose ideas and suggestions demanded attention and consideration. She served the University and its students by diligent work on a variety of projects, the best known of which was her selection and coaching of the UTK "College Bowl" team.

Isabel Tipton symbolizes success in the academic community as a teacher and scholar. By advocacy and example she significantly advanced the status of women at UTK.

RECOGNITION OF ACADEMIC EXCELLENCE:

FLORENCE McINTYRE

When The University of Tennessee readmitted women in 1893, the first woman to register in the Academic College of the University was Florence McIntyre, from Johnson City, who subsequently achieved one of the highest averages at the University. Recognitions of Academic Excellence honor the top 500 women scholars at UTK.