The Networker

Fall 1997

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Commission for Women

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Commission for Women marks 25th year

Notable UTK Woman Dr. Lida Barrett was honored September 10 at a luncheon marking the 25th year of the Commission for Women. Dr. Barrett currently is professor of mathematics and director of the Mathematical Sciences Department's Center for Faculty Development at the U.S. Military Academy at West Point.

Peppered with folksy humor, Dr. Barrett did not look the part of a trail blazer. She was, in fact, the first woman at UTK to head a department in the College of Liberal Arts when she was named head of the Department of Mathematics in 1973. She had served previously as part-time associate professor since 1961 and ran a successful consulting business as well.

Dr. Barrett chaired the UTK Chancellor's Task Force on Women in 1971-72 that studied the status of women that led to the creation of a permanent Commission for Women to address women's issues. She was a member of the Equal Employment Opportunity Committee in 1972-73 and the Liberal Arts Committee for Curricular Study and Reform, which developed the College Scholars Program for exceptional students. From 1969 to 1973 Barrett served as the UT System's Corporate Liaison Representative for the American Association of University Women, a position appointed by UT's president.

She continued to distinguish herself in regional and national organizations, including the National Science Foundation's Advisory Committee for Science Education. She has served as associate provost at Northern Illinois University and dean of Arts and Sciences at Mississipi State University.

Dr. Barrett noted that although some improvements in the status of women in academia have occurred, the change has come too slowly. She challenged those present to continue the pursuit of equal pay for equal work, and resolving issues pertaining to gender in the workplace.

CFW launches history project

If you have photos or documents that would help tell the story of the Commission for Women, then please let us hear from you. Perhaps you have an interesting anecdote or story to share. Contact Norma Cook, 974-7067, or Margaret Crawford, 974-4422.

YWCA Tribute to Women taps UTK faculty

Two UTK women faculty were honored October 30 at the YWCA's Tribute to Women awards presentations.

Dr. Hildegard M. Schuller, the CFW nominee and winner in the Human Services category, is a distinguished professor of comparative pathology at the UT College of Veterinary Medicine. She came to UT in 1985. A central component of her research has been how smoking affects the placenta in pregnant women and their children.

The Commission honored Dr. Schuller at their November meeting where she told of her remarkable comeback from amnesia which had occurred after an accident she had at age 18. The amnesia robbed her of all that she had learned -- reading, math, writing -- everything had to be relearned.

"My way to success has been stoney," she said. "I am very thankful every day for the ability to think and do research."

Taking the winner's honors in the Education category was Dr. Cheryl Kershaw, a part-time adjunct professor at UTK and a consultant with individual schools and school systems as a partner in her firm, Educational Resources.

Dr. Kershaw has worked with the Tennessee Shared Leadership project for eight years and has assisted participating schools in expanding leadership opportunities for teachers and students.

Good News!

Eight of the 13 top graduates of Summer Semester were women.

Dr. Jan Allen was named acting associate dean of the Graduate School.

Sandra Blain, UTK professor of art, was named an Honorary Fellow of the American Crafts Council. A teacher and a ceramicist, she was a long-time administrator at the Arrowmont School of Arts and Crafts, Gatlinburg.

Sally Brogden and Pam Longobardi, Art Department faculty, earned Tennessee Arts Commission Individual Artist Fellowships.

Anita Karne, a May graduate of UTK, is one of only 20 U.S. students studying in Britain this fall on Fulbright graduate student awards. She earned her B.S. degree in biology through the College Scholars Program.

Theresa E. Leadbetter, assistant director of the UTK Office of Human Resources Management, was elected to the board of directors of the Tennessee Consolidated Retirement System.

Dr. Linda Painter was named interim associate vice chancellor and dean of Continuing Studies and Distance Education.

Dr. Karen Sowers-Hoag was named dean of the College of Social Work.

Professional development conference scheduled

The 1998 Professional Development Conference for Women is set for March 17, 8 a.m. - 4:30 p.m. at the UTK Conference Center. Watch for details.
Send us your resume

Outstanding Women Data Bank wants to enroll YOU

Many remarkable women faculty and staff go unrecognized for their teaching, research and public service activities. To remedy this, the Commission for Women is launching the Outstanding Women Data Bank to collect the resumes of women who are making a difference on campus and in their community. CFW wants to enlarge the base from which it selects recipients for the annual Angie Warren Perkins Award and Women of Achievement Award. The winners are honored at the Chancellor's Honors Banquet each spring.

The Angie Warren Perkins Award this year recognizes women who have shown excellence in teaching and scholarship early in their careers. Nominees shall be at entry-level status within their department, typically within the first five years of their teaching career, and shall be regular full- or part-time employees with a minimum of one year of continuous service. The award criteria alternates each year between scholarship and administrative achievements. Last year's recipient was Dr. Carol Harden, professor and head of the Geography Department, recognized for her skills as a resource manager, as an advocate for her discipline and as a problem solver.

The Women of Achievement Award recognizes women who have, through extraordinary accomplishments or contributions in either a traditional or non-traditional area, significantly improved the status of women within the university community. Last year's recipient was Jessica Lynn Payne, a senior in the College of Social Work, recognized for her work through the Women's Coordinating Council and the Sexual Assault Crisis Center.

Each year the commission submits a nomination for the YWCA Tribute to Women Award. This year's nominee was Dr. Hildegard Schlarb, who was chosen the winner of the Human Services category.

You can help CFW find deserving candidates for awards by encouraging your colleagues to send their resumes by campus mail to: Nancy Waller, Office of Institutional Research and Assessment, 600 Henley St., Suite 208.

Mayer Fellowship helping women return to graduate school

Thinking about returning to graduate school? The Lori Mayer Re-entry Women's Graduate Fellowship could help you do just that. The award provides personal support and $1,000 toward graduate tuition and fees to returning women students. The fellowship was established in 1994 in memory of Lori Mayer, a 1978 UTK accounting graduate who worked as a controller for Whittle Communications in Knoxville. Mayer died in 1993. The award is open to women with undergraduate degrees who are U.S. citizens, at least 27 years old, and out of school for at least five years.

Application deadlines are October 15 for spring semester, March 15 for summer, and June 15 for fall. Contact Dr. Jan Allen of the Graduate School, 423/974-2475.

GSSOURCE listserv links grad students with funding

Dr. Jan Allen, assistant dean of the UTK Graduate School, has set up a new listserv to publish funding sources for graduate student research, teaching, travel and professional development.

To sign up send an email to: LISTSERV@utkvml.utkedu with the message SUB GSSOURCE Your Name. (Do not fill in the subject line). For more information, contact Dr. Allen, 974-2475.

Women's Studies announces small grants

The Women's Studies Program has funds available for small grants to support faculty or students doing research on women's lives and women's concerns. If you would like to apply, please send a letter describing your project, a budget, and two letters of recommendation to Dr. Nancy Goslee, chair of Women's Studies.

If you are a student, you must be enrolled in a degree program. A typical grant might include airfare and limited expenses for travel to a conference or a research site. Faculty are encouraged to apply and to recommend these grants to their students as well.

"We also hope to increase our endowment so that it can support a distinguished visiting professor for a term, perhaps every other year, and in differing fields," says Goslee. "This is a long-range goal, but one that other programs have reached, and it would be one way to improve offerings in areas under-represented on our own faculty."

For more information, contact Dr. Goslee at 974-2409.

Staff Development Fund boosts skills development

Funds are now available to support UTK employees interested in job and career developmental activities, according to Alan Chesney, executive director of Human Resources Management.

The Staff Development Fund was established by donations of UTK employees through the Annual Giving Program, Family Campaign. Access to the funds, which are somewhat limited, are on a first-come, first-serve basis. Call Gail Cope, 974-0699, for information.

Spring workshops on sexual harassment slated

During spring semester Diversity Resources and Educational Services (DRES) will offer three workshops on the issue of sexual harassment. The workshops will focus on becoming more knowledgeable about and sensitive to what constitutes sexual harassment, developing ways to lessen the occurrence of the problem, and dealing effectively with sexual harassment when it occurs. UTK staff, faculty and students are invited to attend the two-hour sessions which will be limited to about 15 persons.

The following workshops will be held at the DRES office, 1818 Lake Avenue, 9:30 - 11:30 a.m.:

January 20 (confirm by January 15)
February 10 (confirm by February 6)
April 8 (confirm by April 3)
To confirm, call DRES at 974-2498.

DRES conducts workshops on discrimination and diversity issues as well. Contact Susan Mee (sme@utk.edu).
UTK COMMISSION FOR WOMEN AWARD NOMINATION
WOMEN OF ACHIEVEMENT

Name of Nominee:

UTK Affiliation: ( )Faculty ( )Staff ( )Student

Campus/Local Address:

Telephone Number:

This award recognizes women who have, through extraordinary accomplishments, or contributions in either a traditional or non-traditional area, significantly improved the status of women within the University community.

NOMINATING STATEMENT (Should adequately reflect specific contributions and/or achievements. This statement will be the primary basis for consideration for awards and should be as thorough and precise as possible. Please attach an additional sheet if needed.)

Nominator’s Name (Please print)

Nominator’s Signature

NOMINATION DEADLINE: February 6, 1998

SEND TO: Susan Martin, Chairperson
          UTK, Commission for Women
          Department of Classics
          1101 McClung Tower, -0471
          Phone: 974-5383 Fax: 974-7173
AWARD NOMINATION
ANGIE WARREN PERKINS AWARD

This year's award recognizes women who have shown excellence in teaching and scholarship early in their careers. Nominees shall be at entry-level status within their department, typically within the first five years of their teaching career, and shall be regular, full or part-time employees with a minimum of one year continuous service.

Name of Nominee:

Nominee's Responsible Department:

Nominee's Position Title:

Nominee's Appointment Date:

NOMINATING STATEMENT (Should adequately reflect specific achievements. This statement will be the primary basis for consideration and should be as thorough and precise as possible. Please attach an additional sheet if needed.)

Nominator's Name (Please print) Nominator's Department, Phone Number

Nominator's Signature

DEAN/DIRECTOR'S ENDORSING STATEMENT

Dean/Director's Name (Please print) Dean/Director's Department, Phone Number

Dean/Director's Signature

NOMINATION DEADLINE: SEND TO:
February 6, 1998 Susan Martin, Chairperson

SEND TO: UTK Commission for Women
Department of Classics
1101 McClung Tower, -0471
Phone: 974-5383 Fax: 974-7173
Climate for women, child care issues addressed

Equity Issues Committee
This year's focus is on assessment of the climate for women at UTK. Issues relating to climate run from everyday life experiences to broader issues of sexual harassment, career development and promotion, child care, part-time employee issues, safety and salary. The committee is reviewing the 1994 Status of Women report and the 1993 Gender in the Workplace report before making a recommendation as to whether an updated survey should be conducted at UTK to assess the climate for women. The committee is also continuing to gather information on women who have received awards at UTK, women in administrative positions at UTK and in the UT system, and statistical information related to the hiring and retention of women faculty at UTK. Recent actions include: (1) a recommendation that CFW draft a letter to Chancellor Snyder expressing concern over issues raised by the publicity surrounding the settlement of the sexual harassment suit brought by Dr. Jamie Whited; and (2) that the CFW express concern about recent administrative appointments which seem to have circumvented the search process.

Work and Family Committee
The committee is studying the issue of child care at UTK. After reviewing the 1996 Child Caregiver Survey, it was noted that students' childcare needs had not been surveyed. The committee decided that a survey of students would be necessary prior to making recommendations to Chancellor Snyder. A Southern University Group (SUG) Child Care Survey demonstrated how other institutions address the problem, for example:
--one university has a subsidized Early Childhood Lab and an outsourcing arrangement with Kindercare;
--another has a parent-run cooperative;
--a third subsidizes child care with student fees.

Safety Committee
Taking a proactive approach to safety concerns, the committee proposes the following:
--attend the Student Government Association's Safety Walk scheduled for Feb. 3;

Dear Chancellor Snyder

I am writing on behalf of the Commission for Women to express our deep concern over issues raised by the publicity surrounding the recent settlement of the sexual harassment suit brought by Dr. Jamie Whited. We understand that a number of initiatives have been made to enhance awareness on campus about the issues of sexual harassment and we strongly support these initiatives. It seems clear, however, that further and continued efforts will be required in order to create a campus climate in which students and employees are free of sexual harassment.

The particular set of issues raised by the most recent incident focuses on problems women encounter when they enter employment in fields which are traditionally male-dominated or which are practiced in predominately male contexts. Women have been breaking down barriers to their employment in non-traditional areas for some time. As women have gained acceptance in these areas, the definition of what is and is not appropriate employment for women has changed considerably. In spite of these improvements, employment within a men's athletic program still seems to be regarded as particularly fraught with difficulty because women could be forced to operate in situations which are inevitably and irremediably uncomfortable.

"...there isn't any logical reason why men's athletics is unique in its inability to change." -- Susan Martin

Yet that is the same type of argument that was once deployed to keep women from working at jobs typically regarded as unfeminine, such as telephone repair work or factory work. Some would say that the physical nature of the work done by a trainer in an athletic department may raise some more difficult issues. Yet doctors and nurses typically work on patients of different sexes without any concern that this situation inevitably will involve harassment. While change has not come easily in many predominantly male areas of employment, there isn't any logical reason why men's athletics is unique in its inability to change.

There has also been some suggestion in the discussion of the recent settlement that women may forfeit the right to object to harassment because they initially have attempted to adapt their behavior as a strategy to "get along" in a predominantly male workplace. Some women in traditionally male workplaces have tried to "be one of the boys." Others have simply endured in silence behavior that seemed at the very least inappropriate and that would now qualify as harassment. The only real long-term solution to situations of this sort is for those who find themselves in these situations to work to change them, reasonably and civilly, if possible, or, if need be, by making formal complaints. It is hard to imagine that early attempts at accommodation could revoke one's right to complain at a later date.

The Commission for Women would like to work with all interested parties within the campus to create a climate free of sexual harassment for all university students and employees. We support all efforts aimed at ensuring that individuals working at the university can expect prompt, fair and reasonable response to complaints of sexual harassment.

Sincerely,

Susan D. Martin
Chair, UTK Commission for Women
## 1997-98 Commission for Women Members

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<tr>
<th>Name</th>
<th>Position</th>
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<tr>
<td>Dr. Susan Martin, Chair</td>
<td>Classics Department</td>
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<td>Dr. Maxine Thompson, Vice Chair</td>
<td>Adult Student Services &amp; Reentry Ctr.</td>
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<td>Gail Cope, OHRM</td>
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<td>Margaret Crawford</td>
<td>Construction Resources Analysis</td>
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<td>Sarah DeYoung</td>
<td>College of Human Ecology</td>
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<td>Dr. Mary English</td>
<td>Energy, Environ. Resources Center</td>
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<td>Dr. Nancy Goslee</td>
<td>Department of English</td>
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<td>Dr. Kimberly Gwinn</td>
<td>Entomology and Plant Pathology</td>
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<td>Dr. Christine Holmlund</td>
<td>Romance &amp; Asian Languages</td>
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<td>Dr. Suzanne Kurth</td>
<td>Department of Sociology</td>
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<td>Matthew Lauer, OHRM</td>
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<td>Dr. Mary Lenzi</td>
<td>Department of Philosophy</td>
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<td>Dr. Julia Malia</td>
<td>Child &amp; Family Studies</td>
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<tr>
<td>Nancy McGlasson</td>
<td>Acad. Affairs Prog. &amp; Eval. Services</td>
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<td>Cheryn Picquet, Law Library</td>
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<td>Loretta Price, Law Library</td>
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<tr>
<td>Karen Simerly</td>
<td>Knoxville Commuter Pool</td>
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<td>Linda Squires</td>
<td>Ofc. of Vice Chan. for Academic Affairs</td>
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<td>Carol Trayers</td>
<td>College of Law</td>
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<td>Sandra Walker</td>
<td>Art. Department</td>
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<td>Nancy Waller, OIR</td>
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<td>Jun Wang, DRES</td>
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<td>Susan Williams</td>
<td>College of Arts and Sciences</td>
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<td>Megan Wilson, OHRM</td>
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**Members by position:**
- Roberto Benson, Comm. for Blacks
- Dr. William Blass, Faculty Senate
- Alan Chesney, OHRM
- Norma Cook, Speech Communication
- Judy Flanagan, University Relations
- Susan Mee, DRES
- Timothy Rogers, Dean of Students

**Student membership:**
- Rebecca Loney, Panhellenic Council;
- Heather Dobbins and Connie Shelton, WCC; Tausha Carmack, SGA; Janel Prescott and Christopher Hogin, GSA; Marya Wilkerson, Emily Harrison, April Draine, Melissa Loney, Jason Beach and Paige Bader

The commission meets the first Thursday of each month, in the eighth floor conference room of Andy Holt Tower. Meetings are open to the university community. You can access our homepage under the alphabetical listing of UTK websites or at:

http://www.admin.utk.edu/~cfw/default.html.

### Networker

**Commission for Women**

University of Tennessee, Knoxville
1818 Lake Avenue
Knoxville, Tennessee 37996-3560