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Commission for Women

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CRC: A launching point for career planning

The Office of Human Resources Management has established a Career Resource Center (CRC) to assist University staff with their career planning and development. The focus of the CRC is to encourage individuals to take responsibility for managing their own careers in the constantly changing work environment.

"The University provides a wealth of opportunities and resources to assist UT staff in their career planning and development. The CRC serves as a launching point to help individuals identify and locate these resources both on campus as well as in the Knoxville area," said CRC manager Gail Cope.

The CRC, located in suite 220 of the UT Conference Center on Henley Street, provides information and guidance on many aspects of the career planning process. For example, self-assessment lays the foundation for career planning and enables individuals to discover (and rediscovers) their unique talents, skills, interests and motivations, Cope said. Self-assessment activities may be conducted individually or through the "Career Planning Series" and other workshops offered through OHRM's Training and Career Development unit.

Exploration of careers and occupations is another key area in career planning. The CRC serves as a clearing-house in providing University-specific information on jobs, training and development activities, educational opportunities and other campus and community resources.

The CRC library offers books and publications for use at the Center or for loan to University staff. Recent additions include: Finding Your Perfect Work, If You Knew Who You Were, You Could Be Who You Are!, Second Careers: New Ways to Work After 50, Using the Internet in Your Job Search, and Zen and the Art of Making a Living.

(continued on page 2)

Budget and mission are primary concerns

First woman dean to head Arts and Sciences

Balancing budgets while maintaining the mission of the College of Arts and Sciences is of primary concern to the college's new dean, Dr. Lorayne Lester. More than 27 academic departments and more than a dozen interdisciplinary programs, in addition to institutes and centers, are under her management. She is the college's first woman dean.

Announcing her appointment, Vice Chancellor John Peters said, "Lorayne Lester is an administrator of great experience and quality. She will bring excellent leadership to the College of Arts and Sciences."

A UT faculty member since 1960, Lester is a professor of speech communication. She served as associate dean of Arts and Sciences for six years before her appointment as interim dean in the spring of 1996.

"I have the advantage of a long oversight of the college and of knowing large numbers of faculty," she said. "I have been at the university all of my academic life. Those are large and valuable advantages as we face troublesome times in the university's history," she said.

Lester earned bachelor's, master's and doctoral degrees from UTK. She was head of the Department of Speech Communication prior to her appointment as associate dean. She has been active in the Tennessee and Southeastern Theater Conferences and was named 1987 Communicator of the Year by the Tennessee Speech Communication Association.

Lester said she will concentrate on helping the college provide high-quality graduate and undergraduate programs, sustaining research, and promoting service to the community.

Good News!

Eight of the 13 top students who graduated Fall Semester, 1996, were women.

Dr. Linda Maxson, associate vice chancellor for academic affairs, was chosen for "Who's Who of American Women."

Dr. Mary Albrecht was appointed head of the Department of Ornamental Horticulture and Landscape Design.

Sara Phillips, UT assistant vice president for personnel services, accepted an Honored Organization Award from the National Academy of Human Resources, on behalf of the College and University Personnel Association (CUPA). Phillips is president-elect of CUPA.

Outstanding women sought for awards

Recognizing the accomplishments of UTK faculty, staff and students is an important function of the Commission for Women. Nominations are being sought for two important awards.

The Angie Warren Perkins Award recognizes women who have made significant contributions to University governance/administration. The Women of Achievement award goes to women faculty, staff and students for extraordinary accomplishments that significantly improved the status of women at UTK.

CFW encourages all faculty, staff and students to take a moment to fill out the enclosed nomination forms and return them by February 14. Awards are presented each spring at the Chancellor's Honors Banquet.

This Issue:
Committee activities
Winnspeak listserv bows
CFW homepage debuts
Women faculty's research
Upcoming campus events
Award nomination forms

The source for issues and events of interest to UTK women faculty, staff and students
 CRC offers resources to guide your career
(continued from page 1)

In addition, the entertaining and informative Careers for Women series includes 16 volumes published by VGM Career Horizons. Titles include Careers for Bookworms and Other Literary Types, Careers for Sports Nuts and Other Athletic Types, Careers for Environmental Types and Others Who Respect the Earth, Careers for Travel Buffs and Other Restless Types, and Careers for History Buffs and Others Who Learn from the Past.

Upcoming programs and services offered by the CRC will be published regularly in Staff Stuff. Plans are also under way to link the CRC and its resources to the Commission for Women's new World Wide Web site (See article below).

For additional information on CRC services and programs, contact:

Gail Cope, Manager
Career Resource Center
Human Resources Management
600 Henley Street, Suite 220

Meet Gail Cope . . .

CRC Manager Gail Cope came to UTK as an undergraduate student in 1973. After graduating in 1977 with a B.S. degree in Business Administration, she began her career with the UT Personnel Department. During her employment at the University, she earned a second B.S. degree with a major in Personnel Management in 1981 and completed her M.S. degree in Adult Education in 1993. Gail has worked with career development and related issues throughout her career with Human Resources Management in administration, compensation and training. She has been the manager of CRC since its establishment in 1995.

March conference to focus balancing act of home, career, self

If you are looking for some solid career guidance and a big boost to your morale and self esteem, the 1997 Women's Professional Development Conference will provide you with a jump-start into spring.

Slated for March 18 at the UT Conference Center, the conference is structured to provide information for female professionals at UTK and the East Tennessee community. Everyone is welcome.

"More importantly, the conference aims to inspire, motivate and empower women to become self-directed learners," says Conference Coordinator Shelley Riley. "The conference sessions focus on issues that continue to concern women, and our goal is for each conferne to leave with information that can be used for continued personal and professional growth as well as self empowerment."

Professional Development Conference Schedule

7:45 Registration
8:15 Opening remarks
8:30 Keynote Speaker
Dr. Dhyana Ziegler
9:15 Concurrent Sessions:
"Dealing with Anger"----Dr. Sandra Thomas
"Balancing Home and Career"----Toni Duval
11:00 General Session
"Sexual Harassment: What You Need To Know" -- Pam Reeves
12:15 Luncheon
1:15 Networking Dessert
1:40 Concurrent Sessions:
"Shooting Straight: Providing Feedback to Employees and Colleagues"--Sharon Hoover
"The Future of Technology: How Can We Prepare?"--Vice Chancellor Susan Mettlen
3:15 Panel Discussion
"Success in a Changing Work Environment" with moderator

Dr. Linda Francisco, Asst. Dir., OHRM and panelists:
Dr. Kathleen Bohstedt, Head, Philosophy; and Chair, Chancellor's Budget Committee
Dr. Alan Chesney, Exec. Director, OHRM
Camille Hazure, Director, DRES

The conference costs $85 for faculty and staff; $25 for full-time graduate students; and $85 for all others. For more information, contact Shelley Riley, 974-6657.

Climate for Women Study under way

CFW is studying the climate for UTK women as projected through images and activities encountered in everyday life on campus. We particularly are interested in collecting examples of how women are negatively portrayed or excluded. You can make important contributions to this study by sending any examples which you notice to:

Dr. Susan Martin, Classics Department, 710 McClung Tower 0471.

Speak your mind on WmnSpeak listserve

The Commission for Women has set up a listserve to provide a campus forum for discussion of issues affecting the status of UTK women faculty, staff and students. Any member of the University with an e-mail account may subscribe by sending an e-mail to LISTSERV@UTKVML.UTK.EDU with the following message:

SUBSCRIBE WMNSPEAK (give your full name).
Example: SUBSCRIBE WMNSPEAK Susan Martin

Commission for Women's homepage debuts

CFW has a new homepage on the World Wide Web. The homepage includes the membership list, bylaws, minutes of meetings, schedules, the CFW brochure, newsletters and other women-related sites and links. The homepage can be accessed under the alphabetical listing of UTK Web sites or at:

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

Speakers on women's issues and capital punishment slated for Women's History Month

March is Women's History Month, and UTK will be host to two important speakers.

On March 3 Sister Helen Prejean, author of Dead Man Walking, will speak on the topic "Capital Punishment: Is Justice Truly Being Served?"

"Women's Issues Today and in the 21st Century" will be presented on March 18 by Faye Wattleton, past president of Planned Parenthood Federation of America, Inc.

Both talks will be held in the University Center Auditorium at 7:30 p.m. For more information about upcoming events, contact the Women's Center at 974-1029.

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Award Nomination
ANGIE WARREN PERKINS AWARD

This year's award recognizes women who have made outstanding contributions to university governance/administration. Nominees shall be at the level of department head, director or below and shall be regular, full- or part-time employees with a minimum of one year of continuous service at UTK. The award is open to exempt and non-exempt employees.

Name of Nominee ____________________________________________ Position title ____________________________________________

Nominee's Responsible Department ____________________________________________ Appointment Date ________________

Nominating Statement (should adequately reflect specific 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 Signature, Department, Phone Number

(Continued on the back of form)

UTK COMMISSION FOR WOMEN
Award Nomination
WOMEN OF ACHIEVEMENT

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.

Name of Nominee ____________________________________________

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

Campus/Local Address ____________________________________________ Phone ____________________________________________

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).

(Continued on back of form)
ANGIE WARREN PERKINS AWARD

Dean/Director’s Endorsing Statement:

Nomination Deadline: February 14, 1997

Send to: Susan Martin, Chair
UTK Commission for Women
c/o Classics 0741
710 McClung Tower
974-5383

WOMEN OF ACHIEVEMENT AWARD

Nominating statement (continued):

Nominator’s signature and phone number

Nomination Deadline: February 14, 1997

Send to: Susan Martin, Chair
UTK Commission for Women
c/o Classics 0471
710 McClung Tower
974-5383
From the Chair

I am very honored to serve as the chair of the UTK Commission for Women this year and hope to continue the momentum established under Norma Cook's fine leadership. Having participated in two meetings, I am impressed by the energy and commitment of the members to forwarding all aspects of the Commission's mission.

As this issue of the Networker illustrates, the standing and special committees of the commission are hard at work assessing, evaluating, and making recommendations concerning programs, policies and services that concern the status of women at UTK.

We are also very proud to sponsor awards and recognitions that highlight the contribution of many extraordinary women to the life of this campus. I look forward to a productive Spring Semester.

Susan Martin

Dr. Susan D. Martin, is associate professor and head of the Classics Department. She teaches a women in antiquities class and specializes in Roman law at UTK.

...on the international scene

Dr. Marla Peterson, a UTK education professor, is helping Russia develop its first electronic school counselor program. Computer technology is transforming the way school counselors are being trained, she said, allowing them access to electronic career and education planning. UTK developed the nation's first career and educational information systems course.

...partners with business

Dr. Jan Allen, UTK associate professor of Child and Family Studies, is working with Levi Strauss & Co. to help improve services at 20 providers who care for children of Levi Strauss employees. UT's Knoxville Area Child Care Information and Referral Service helps providers identify strengths and weaknesses in curriculum, classroom management, learning, child behavior and other areas. The service provides information and training for families, corporations and child-care providers in 13 surrounding counties.

CFW committees at a glance

Communications Committee
The establishment of a homepage and listserve top the recent accomplishments of the Communications Committee. Work will continue to refine these two products to help facilitate communications between UTK women faculty, staff and students.

Equity Issues Committee
Three areas of focus for this year will be: gender issues related to further budget reductions; equity issues related to part-time employees; and equity issues related to Conference Center parking. The committee will work with the Committee on Part-time Employees regarding mutual concerns.

Safety Committee
The committee attended the SGA and GSA's Safety Walk in November. It was noted that more Blue Light Emergency Telephones have been installed at the following locations: money wall at the UC; south parking lot at Sutherland Apartments; northeast corner of Walters Life Sciences Building; southeast corner of Volunteer Blvd. and Pat Head Summit Street; west end of Tom Black Track, north area of McClung Plaza; White Avenue Garage (one unit outside each elevator lobby); N-2 parking lot (corner of Volunteer Blvd. and Caledonia Avenue); and Laurel Apartments Garage (stairwell area on the middle level of the garage). Two more phones are to be installed on the Agriculture Campus at the entrance to the Ag-Vet Library and the west entrance to the Animal Science Building.

Work and Family Committee
Formerly known as the Child Care Committee, the name has been changed to the Work and Family Committee to better reflect the purpose of the committee, which is to promote the individual's ability to balance competing demands posed by job and family. The three primary targets are child care, elder care, and family members with disabilities.

Visibility Committee
The committee has recommended that CFW continue sending the CFW brochure to new female employees, along with a letter from the CFW chair; invite women to attend an open forum to address concerns; and contact departments on campus to talk about CFW during a staff meeting.

Legislative/Legal Issues
Legal issues including the status of women and Affirmative Action will be the focus of this new committee.

Career Development Committee
Advancing career development opportunities through the Networker, CFW homepage and the new CFW listserve is this new group's mission.

dr. susan Riechert, UTK professor of ecology and evolutionary biology, is studying the potential use of spiders to control insects that damage crops. Spiders are efficient insect killers. Reichert has found that adding mulch or grass clippings in test plots creates a favorable environment for spiders, thereby reducing insect damage to crops by as much as 70 percent. Traditionally, spiders were thought to play only a minor role in insect control. Manipulation of insect environments could reduce the use of pesticides.
Membership of the Commission for Women, 1996-97

Dr. Susan D. Martin, Chair
Department of Classics

Debby Schriver, Vice Chair
OHRM

Gail Cope
OHRM Career Development

Dr. Celvia S. Dixon
Home Economics

Dr. Mary English
Energy, Environment & Resources Center

Dr. Arlene Garrison
Administrative Engineering

Dr. Nancy Goslee, English

Dr. Kimberly Gwinn
Entomology & Plant Pathology

Dr. Christine Holmlund
Romance & Asian Languages

Dr. Suzanne B. Kurth, Sociology

Dr. Mary Lenzi
Philosophy

Dr. Julia Malia
Child & Family Studies

Dr. Anne Mayhew,
Acting Assoc. Dean, Arts & Sciences

Cheryn Picquet, Law Library

Loretta Price, Law Library

Karen Simery, Transportation Center

Linda Squires, Ofc. of Vice Chancellor of Academic Affairs

Lynn Sterling, CAS

Dr. Maxine Thompson
Adult Student Services Center

Dr. Cheryl Travis, Psychology

Carol Trayer, Taylor Law Center

Dr. Inez Tuck, Nursing

Sandra Walker, Art

Nancy Waller, OIR

Jun Wang, DRES

Member by Position

Dr. Martha Alligood
Faculty Senate President

Dr. Alan P. Chesney
Exec. Director, OHRM

Norma Cook
Immediate Past Pres., CFW

Camille Hazeur, Director, DRES

Timothy W. Rogers, Dean of Students

Dr. Michael O. Smith
Chair, Commission for Blacks

Student Organization Representatives

Suzy Garner, President
Panhellenic Council

Amy Ward, President
Women's Coordinating Council

Students

Jennifer Ayer Sarah Williams
Betsy Comperay Ashley Wilson
Dawn Duncan Laura Yount
Beth Haynes

Networker is published three times each year by the Commission for Women. Comments and suggestions may be forwarded to the Communications Committee in care of Loretta Price: mprice@utk.edu or 423/974-4918.

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Networker
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University of Tennessee, Knoxville
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Knoxville, Tennessee 37996-3560