1999

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Commission for Women

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Kudos!

Mary Douglas Ayres Ewell was awarded the UTK Notable Women Award September 1998. Coach Ewell was the pioneer women's basketball coach at UTK in 1920.

cfw feature

Annual Salary Study Reveals Some Improvements

The University of Tennessee's annual study of faculty salaries reveals less difference in the salaries of male and female faculty at the university than three years ago. Within certain colleges, however, differences remain.

The study has been conducted annually since 1971 by the Office of Institutional Research and Assessment to determine whether female faculty are paid comparably to male counterparts. Multiple regression analyses were performed on the data in order to consider the impact of several variables on salary differences. Among those variables used were college or school of employment, rank, degree, tenure status, UTK experience and sex. The result of regression analysis is a more accurate estimate of pure association, rather than association between one variable and salary.

For this study faculty salaries from thirteen UTK colleges and schools, in addition the law library and the main library, were evaluated. Although this method provides more complete information, the study's authors cautioned readers to be aware that there were also constraints involved. Factors not considered in the study included where faculty completed their degrees, publication record, quality of instruction, specific disciplines of employment, community service and other weighted variables by department heads.

Results indicated that in 1996-97 females earned $1,092 less than their male counterparts, while the 1997-98 females earned $1,007 less. In reviewing the past decade, the study determined that gender has not been a statistically significant variable in the three salary reports completed since then.

Average UTK salaries in 1997-98 are outlined in the table below. The salary study is available in the UTK main library reference department (call number LD5282.9.158) and includes tables comparing salaries of faculty in each UTK college or school (the agriculture program is included, however the veterinary college is not). In addition, the Office of Institutional Research and Assessment produces a report (call number LD5285.95.F84) on staff salary by occupational activity.

<table>
<thead>
<tr>
<th>Male Faculty</th>
<th>Female Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Professor</strong></td>
<td><strong>Professor</strong></td>
</tr>
<tr>
<td>449</td>
<td>66</td>
</tr>
<tr>
<td>447</td>
<td>65</td>
</tr>
<tr>
<td>99.6</td>
<td>98.5</td>
</tr>
<tr>
<td>21.6</td>
<td>18.3</td>
</tr>
<tr>
<td>66,766</td>
<td>58,245</td>
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<tr>
<td><strong>Associate Professor</strong></td>
<td><strong>Associate Professor</strong></td>
</tr>
<tr>
<td>188</td>
<td>102</td>
</tr>
<tr>
<td>173</td>
<td>89</td>
</tr>
<tr>
<td>92.0</td>
<td>87.3</td>
</tr>
<tr>
<td>14.8</td>
<td>11.8</td>
</tr>
<tr>
<td>43,551</td>
<td>49,822</td>
</tr>
<tr>
<td><strong>Assistant Professor</strong></td>
<td><strong>Assistant Professor</strong></td>
</tr>
<tr>
<td>102</td>
<td>72</td>
</tr>
<tr>
<td>10</td>
<td>9</td>
</tr>
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<td>9.8</td>
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<td>6.1</td>
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<tr>
<td>43,551</td>
<td>39,663</td>
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<tr>
<td><strong>Instructor</strong></td>
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<tr>
<td>18</td>
<td>36</td>
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<tr>
<td>0</td>
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<tr>
<td>26,631</td>
<td>27,918</td>
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<td><strong>Lecturer</strong></td>
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<tr>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>13.3</td>
<td>2.0</td>
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<tr>
<td>38,436</td>
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</tr>
<tr>
<td><strong>Overall</strong></td>
<td><strong>Overall</strong></td>
</tr>
<tr>
<td>763</td>
<td>277</td>
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<tr>
<td>630</td>
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<td>82.6</td>
<td>59.9</td>
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<td>46,272</td>
</tr>
</tbody>
</table>


A special tribute

Judy Webster

When I think of Judy Webster I visualize steadiness, leadership, wit. It is no coincidence that others use the same words to describe Judy. The Commission for Women was going through some difficult times when Judy became its chairperson. Linda Francisco, her successor, recalls that Judy "provided a steady leadership that put the Commission back on target." I recall that she had a childlike smile that she used often to spotlight the humor in some otherwise depressing situations.

During my tenure as chairperson of the CFW I often called on Judy for guidance. She never failed to share her experiences and insights with me. I shall miss Judy. She did so much for the women of UTK. Unfortunately most people will never know just how much she did.

Wylene Vrba
Former CFW member and chairperson

Women in the tech-know

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

The Commission for Women launched a new Website November 1998. The navigation scheme has changed to provide users with a "menu" on the left side of the screen where they can link to major areas within the site - Membership, Meetings, Newsletter, Committees, Bylaws and Discussion.

Two new features of the site include on-line forms for submitting award nominations and a public discussion forum. To locate the Angie Warren Perkins Award and Women of Achievement Award nomination forms, click on "Committees" and scroll down the page to "Special Committees." Each award has a link to the nomination form. When you have completed filling out the form, click...
women in the tech-know, con't.

the submit button. An email containing this information is automatically forwarded to Kim Gwinn, CFW Chair.

A second feature of the Website is an on-line discussion forum moderated by the CFW Communications Committee and hosted by the Innovative Technologies Collaborative. This public forum is a place where users can post issues of concern, engage in asynchronous dialogue, and view current information. To locate the forum, click on "Discussion," then "On-line Discussion Forum." The welcome message includes instructions on how to submit a topic, post a new message or reply to a current message.

Future plans for the CFW Website include a photo gallery honoring notable UTK women who contributed to excellence in educational endeavors in addition to incorporating user suggestions.

Your ideas for additional Website or future Networker features are important. Please submit your suggestions via the discussion forum or forward an email to the Communications Committee in care of Claudia Milstead cmilstead@utk.edu. For additional information and opportunities for dialogue, join the UTK Women Speak listserv by sending an email to: listserv@utkw1.utk.edu and in the body of the message type: subscribe wmspeak firstname lastname.

kudos!

At the Mayor's Gala on September 18, the Knoxville Arts Council awarded an NEA ArtsReach grant to poet Marilyn Kallet, professor of English and director of creative writing at UTK.

campus snapshot

An Introduction to Women's Studies

Many people, off-campus and on, express confusion about the various campus programs supporting and studying women's lives. The academic program called "Women's Studies" is an interdisciplinary program of courses that is administered and funded through the College of Arts and Sciences—it is a kind of mini-department. Other Interdisciplinary Programs are, to list a few examples, African-American Studies, American Studies, and Ecology. Women's Studies will celebrate its 25th anniversary next year on this campus.

The program offers two to four courses a term out of its own small budget (usually WS 210, 310 in the fall and 215, 220, 360, and 469 in the spring) and a wider number of cross-listed courses that originate in departments. Examples are English 332 (Women in American Literature), Psychology 434 (Psychology of Gender), and Health 425 (Women's Health). Frequently special-topics courses in department may be cross-listed as WS 400 sections—or Women's Studies may offer such a course out of its own budget.

The Women's Studies Committee encourages faculty members to submit proposals for such courses. Examples include "Women in Mass Media," the first offering from the College of Communications, and—this term—"Feminist Theory" from English and "Women, Sports, and Culture," from Cultural Studies in Education.

In part because the introductory Women's Studies courses are designed to fulfill distribution requirements for the Arts and Sciences students, there is no single "Introduction to Women's Studies" course as there is at some other universities. Instead, WS 210-15 meet the humanities sequence requirement, WS 220 meets the social science requirement, and WS 310 and 360 meet upper-division distribution requirements.

The Women's Studies program offers both a major and a minor. Requirements can be found in the undergraduate catalogue, within the Arts and Sciences section, alphabetically under "Interdisciplinary Programs." A group of courses is available for graduate credit, though no full graduate program exists as yet. At 1912 Terrace Avenue, the office of the program, publications describe graduate programs in Women's Studies and job possibilities for majors after graduation.

One often-confusing aspect of the program is that instructors for the courses hold appointments in departments such as History, Classics, or Sociology, not in Women's Studies. For example, the current chair of the program, Dr. Nancy Goslee, is also a professor of English and can be reached through her English department phone or office (974-6967, 411A McClung Tower). The program has two graduate assistant associationships; GT associates who have strong backgrounds in teaching and research in women's studies also teach sections of introductory courses.

For on-line information, please visit http://web.utk.edu/~wstudy/ or email wstudy@utk.edu.
mark your 1999 calendar

FEBRUARY
6: Nomination deadline for the UTK Commission for Women Award
Nomination Angie Warren Perkins and Women of Achievement Awards

12: Carpetbag Theatre's Minority and Women Writers Workshop CAFE NOIR free public readings, 8:00 pm, Barnes & Noble Booksellers, 8029 Kingston Pike. For info: 522-2801 (call) or carpetbg@korrnet.org (email).

15-March 14: Exhibition of art Sandra Yagi, UC Concourse

16: Women's Coordinating Council - Women and Health, Part I, 7:30 p.m., UC 226-227

17: WCC Her Cafe - Know Your body, 6:00 p.m.

17: Lula Washington Dance Theatre, Clarence Brown Theatre, 8:00 p.m.

18: WCC - Women and Health, Part II, 7:30 p.m., UC 226-227

22: Maya Angelou, Tennessee Theatre, 8:00 p.m.

25: CAFE NOIR, 7:00 pm, Davis-Kidd Booksellers, Inc., 113 N. Peters Road.

25: WCC - Camille Cooper, Women's Beauty presentation, 7:30 p.m., UC Auditorium

MARCH
1-31: Women's History Month

4: WCC - Patricia Johnson, National Poetry Slam Champion, 7:30 p.m., UC Auditorium

9: North Carolina Dance Theatre, Clarence Brown Theatre, 8:00 p.m.

15-19: Spring Break

15-April 14: The National Student Photography Show, UC Concourse

25: WCC - Elaine Brown, Keynote Speaker for Women's History Month

APRIL
8: WCC Her Cafe - Women and Relationships, 6:00 p.m., Women's Center

14: Ahn Trio, Music Hall, 8:00 p.m.

15-May 14: Exhibition of art by Barbara van Arnam, UC Concourse

21: WCC - Robin Greenstein, Images of Women in Folk Music, 7:30 p.m., Ballroom

22: UT Women's Choir Festival, Recital Hall, 7:00 p.m.

28: WCC Her Cafe - Women and Automechanics, 6:00 p.m.

JUNE
4-19: "Always...Patsy Cline," Clarence Brown Theatre, 8:00 p.m.

If you have a calendar event for the *Networker*, please contact the Communications Committee in care of Nancy McGlasson nmcglass@utk.edu.

kudos!

Lee Magid Appointed to NRC Study Committee on Materials Facilities

The National Research Council (NRC) has formed a study committee to review the role of federal agencies in operating facilities for materials study in order to develop guidelines for their future management. The NRC recently appointed Dr. Lee Magid, UTK professor of chemistry, as one of the 12 members of this study committee.

kudos!

Dr. Carolyn Hodges, UTK professor of germanic and slavic languages, was elected president of the Southern Comparative Literature Association (SCLA).
commission news, con't.

Career Development Committee concerns itself with issues relating to professional development at all levels.

Nomination Committee identifies and nominates women to serve as officers of the UTK Commission for Women and counts the ballots when elections are held.

Non-Tenure Track and Part-Time Employee Committee addresses the concerns of part-time faculty and staff.

Outstanding UT Women Data Bank Project was suggested in 1997-98 and will work to identify women who should be recognized and might be nominated for awards which increase the recognition of the work of women at UTK.

Visibility Committee is concerned with raising the visibility of the work of the Commission and issues which affect the climate for women on campus.

kudos!

Arlene Garrison Appointed New Licensing Executive with University of Tennessee Research Corporation

This fall, Dr. Mike Devine, Vice Chancellor for Research, appointed Dr. Arlene Garrison to work as Licensing Executive with the University of Tennessee Research Corporation (UTRC), the nonprofit organization which has been responsible for the management of UTK inventions and patents for over 60 years.

Dr. Gilya Schmidt Translates Important Work on the Gypsy Holocaust

Dr. Gilya Schmidt, UTK associate professor of religious studies and Chair of the Fern and Manfred Steinfeld Program in Judaic Studies, has just published the first English translation of Erika Thurner's National Socialism and Gypsies in Austria, which is widely considered the ground-breaking study on Nazi policy toward the Gypsies during the Third Reich. Originally published in German, the book charts the fate of the 11,000 Gypsies who lived in Austria at the start of the war.

1998 YWCA's Tribute to Women winners (from UTK)

Pat Summit, Head Coach, Women's Basketball
Dr. Cynthia B. Peterson, Associate Professor, Biochemistry, Cellular and Molecular Biology

a special thanks...

... to Sherry McNair, Claudia Milstead, Nancy Howell, and Latha Reddy - CFW Communications Committee members in addition to Wylene Vrba and Nancy Goslee for their contributions to this issue of the Networker.

-Julie Little, Convener

The 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 Julie Little: jklittle@utk.edu or 423.974.9450.

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Networker
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