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Commission for Women

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Dr. Margaret Perry, Chancellor (retired) of the University of Tennessee at Martin, was honored during Charter Day, September 9, 1999. During the month of September, please visit the Hodges Library first floor display case to share in a collection of Dr. Perry's memorabilia that represents a distinguished career in service to higher education.

**CFW Feature**

"Quantity or Quality? Publication Patterns of Women in Science"

The Howard Hughes Medical Institute (HHMI) has published a glossy report titled "Beyond Bio 101: The Transformation of Undergraduate Biology Education." It was worth reading and alerted me to work by two professors who have studied women in science that might be of interest to readers of the Networker. From the report (p.71), "Paying attention to social differences may lead to even deeper changes. Many women and minority students, for instance, prefer cooperative forms of learning in class, as opposed to the competitive atmosphere of many traditional classes. And as more women become faculty members, other long-standing habits may fall. For example, as Harvard professors Gerald Holton and Gerhard Sonnert (Who Succeeds in Science, 1995; Gender Differences in Science Careers, 1995) discovered in studying the careers of more than 800 prominent scientists, women scientists tend to publish fewer but more frequently cited papers. Such findings may affect the methods by which all biology faculty members, women and men, are evaluated and promoted."

Searching the UTK Libraries' Recent Additions to the Online Catalog (www.lib.utk.edu/UTK-Online-Catalog/Recent-Additions) yielded a more recent book, Women in Science and Engineering: Choices for Success (1999) with chapters by Holton and Sonnert. In it, Holton describes a pilot project to determine the quality of 42 selected researchers, derived from a pool of 200 interviewees that were part of the authors' Project Access research program, begun in the 1980's. The work of these 42 men and women were evaluated for quality by six distinguished faculty, using a scale used by funding agencies to evaluate the merit of proposals. The result? Women biologists in the sample were given quality ratings significantly higher than men.

Specifics of the rankings and the pilot project are outlined in Holton's paper, "Different Perceptions of 'Good Science' and Their Effects on Careers" (Annals of the New York Academy of Sciences, p.79-86, v.869, 1999). Taken from that paper, the following quote explains the statement in the HHMI report about women's papers being more frequently cited: "And there is another, interesting point. We did not tell our evaluators that we had looked up, in the annual Institute for Scientific Information (ISI) Science Journal Citation Reports, the number of citations given to all the publications of the male and female academic biologists in our sample. A tedious job—but we found that among the academic scientists, the women's articles had received substantially more citations than the men's - that is, 24.4 versus 14.4 (p=0.0337). Such a gender difference was also found by Scott Long, in a larger sample in one subfield of biology. With all due caution about the use and abuse of citations in the literature, at the very least one can say that in toto the women's papers, on average, had greater visibility, and one may infer, were found to be of value to the field."

--- Ann Viera

AG-VET MED Library
Women's Founded
The Commission is related administra­
Leave policy.

Ms. Rosa Emory-Thomas,
wellness coordinator, Student Health Services, for advancing women's concerns as the first health educator on campus.

commission news
Welcome to Fall Semester, 1999! As we close this century, we applaud the work carried out by the diligent members of the UTK Commission for Women. Founded in 1972, the Commis­sion acts as advocates for women faculty, staff and students and serves as an advisory committee to the Chancellor. We look forward to another exciting year of work in promot­ing a climate of encouragement for women on this campus.

- Dr. Kimberly Gwinn, Chair &
Ms. Sandy C. Walker, Vice-Chair

The Commission is related administratively to the Office of Diversity Resources and Educational Services, and includes standing and special committees:

Standing Committees
Chair's Advisory Committee works closely with the chair of the CFW on issues relating to the work of the Commission.

Communications Committee is responsible for communicating Commission information to the campus community through the Networker, web site, and listserv.

Work and Family Committee began as a committee devoted to Child Care issues, but has broadened its arena of concerns to include issues related to eldercare and family concerns which impact employees of the University.

Equity Issues Committee concerns itself with all issues relative to gender equity including, but not limited to, salary, sexual harass­ment, professional opportunities, and the general climate for women at the University.

Safety Committee works closely with the Office of Student Affairs and the SGA to identify and remedy safety problems on campus. The annual Safety Walk sponsored by the SGA is a specific event to target areas of safety concern on campus.

Special Committees
Angie Warren Perkins Award,
Notable UT Women, Women of Achievement, and YWCA Tribute to Women Committees each identifies and either selects or nominates outstanding women for these awards.

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, suggested in 1997, works 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.

The 1998 CFW Committee Final Reports are available online: www.admin.utk.edu/~cfw. Click on "Committees" and follow the links to final reports.

women in the tech-know
Visit the CFW Website
Point your web browser to:
www.admin.utk.edu/~cfw

Join the Women Speak Listserv
Compose an email to:
listserv@listserv.utk.edu
Type this message:
subscribe wmnspk your first
name then your lastname
Example:
subscribe wmnspk Jane Doe

mark your calendar
9/16: "The Sexual Politics of Meat" (lecture/slideshow). Carol Adams, an eco-feminist and author, has been working within the fields of violence against women/children and vegetarianism/animal advocacy for over twenty years. 7:30 PM, UC Shiloh Room.

9/29: Joan Cronan, UTK Women's Athletics Director, with Surprise Guest. 7:30 PM, UC Auditorium.

10/5: Her Café: "Women and Law" (informal discussion). 6 PM, 301 UC.

10/7: "Roman Treasures from Britain." Catherine Johns, Department of Prehistoric and Romano-British Antiquities, British Museum, London. 7:30 p.m., McClung Museum Auditorium.

10/11: Her Café: "It's Elementary" (movie/discussion). In celebration of National Coming Out Week, this film shows what happens when teachers lead class discussions addressing anti-gay prejudice. 6 PM, UC Crest Room.

10/14: Betty DeGeneres, celebrated mother of Ellen DeGeneres and Human Rights Campaign National Coming Out spokesperson. 8 PM, UC Auditorium.
10/17: "Women on the Verge of a Nervous Breakdown," award-winning Spanish film. 7:00 and 9:30 p.m., Clarence Brown Theatre.


11/1-3: Self Defense Course (three-class series) in conjunction with "Take Back the Night" awareness. UC Crest Room. Space is limited; pre-registration is required. Please call 974-5455 to enroll.


11/11: Leighann Lord, comedian, whose on-stage charisma pulls you in. Her topics and punch lines get you laughing and thinking at the same time! 7:30 PM, UC Ballroom.

11/16: "The World of Hellenistic Luxury Glass." Dr. E. Marianne Stern, former guest curator of Roman glass, the Toledo Museum of Art. 7:30 p.m., McClung Museum Auditorium.

11/16: Her Café: "My Life in Pink" (movie presentation). 6 PM, 301 UC.

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**kudos!**

**UT Faculty Named National Veterinary Teacher of the Year**

A member of the University of Tennessee College of Veterinary Medicine faculty has received the highest veterinary teaching award in the nation. Dr. Sharon Patton, a professor in the Department of Comparative Medicine, was awarded the 1999 Carl J. Norden Award during the American Veterinary Medical Association's annual convention July 11. The national award designates Patton as the "Teacher of the Year" in veterinary medicine. Patton has also been elected vice-president of the American Society of Parasitologists and will become president in 2001.

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**from the field**

**MIT Gender Study Results in Changes**

One of the most important studies to come out of higher education in 1999 was not from a typical source, but from the women faculty at the Massachusetts Institute of Technology. The document, "A Study on the Status of Women Faculty in Science at MIT," was the result of a five-year process in which female faculty collected evidence "that their male peers had received a disproportionate share of laboratory space and resources for research," according to Dr. Nancy Hopkins, one of the study's authors.

Following the release of the report and front-page articles in such newspapers as the New York Times and Boston Globe, the School of Science dean acknowledged the inequities and took action to improve the situation. Writing in the June 11, 1999 Chronicle of Higher Education, Hopkins recounted the events and progress since. The report resulted in the establishment of the Committee on Women Faculty in the School of Science, which concluded that the documented discrimination was primarily the result of subtle and unconscious actions.

Major actions taken to redress inequities included distribution of discretionary funds for research, increased laboratory space, renovations of lab space, and increases in female representation on committees. Hopkins wrote that the climate for women at MIT improved rapidly. Female faculty who were considering leaving the institution decided to stay. Some described a renewed dedication to their profession and increased individual funding acquisition as a result.

Much of the success of the MIT study was due to the attention given to collecting unbiased, scientific data as evidence. The comparisons clearly demonstrated gender bias, according to MIT President Dr. Charles Vest. Although there are still some remaining problems, Hopkins is encouraged by the progress made in such a short time. "I wonder now if there could be a better place for a social revolution to begin than at an institution of science and learning," she wrote.

-Nancy Howell, Ed.D. Assistant Director, Assessment College of Veterinary Medicine

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**utk women's center**

301 University Center, 974-1029
http://web.utk.edu/~wcc

Over 100 new additions are now available in the Women's Center library collection. Categories include: Art; Activism; Biography; Communication & Media; Cross Cultural Studies; Ecofeminism; Economics & Consumerism; Education, Employment & Career; Feminist Philosophy & Theory; Fiction; Humor; Jobs and Business; Language & Sexism; Politics, Law, & Legal; Lesbian, Gay, & Transgender Issues; Men; Psychology; Sexuality; Spirituality & Religion; Society & General Culture; Violence Against Women; Women Poets; Women's Athletics; Women's Health, Marriage, Family, Childcare, & Parenting; Women's Herstory; and Women's Movement.

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**ideas to share?**

Your ideas for additional Website or future Networker features are important to us. Please submit your suggestions via the discussion forum (http://www.admin.utk.edu/~cfw) or forward an email to the CFW Communications Committee in care of Dr. Claudia Milstead (cmilstead@utk.edu) or Dr. Julie Little (jklittle@utk.edu).
Do you have photos, anecdotes, documents, or other information concerning the Commission for Women?

A history of the UTK Commission for Women is being written by members of the History Committee. The history will include information about not only CFW's creation, but also issues that CFW has addressed, such as child care and women faculty tenure.

Co-Conveners Dr. Norma Cook (974-7067; ncook@utk.edu) and Ms. Margaret Crawford (974-4422; mecrawford@utk.edu) ask that anyone who has photos, documents, anecdotes, and other information about CFW contact them so the items can be included in the history.

In addition to Cook and Crawford, committee members Ms. Debby Schriver and Dr. Linda Francisco are also working on the history. History Committee members are researching library materials, the Daily Beacon, and back files of the CFW. They also plan to interview key people, such as Ms. Lida Barrett, chair of the 1971-1972 UTK Chancellor's Task Force on Women that led to the creation of the CFW.

Tentative plans for distribution of the finished history include present and future CFW members, UTK administrators, and UTK Libraries and Archives. Ms. Cheryn Picquet, UT Law Librarian, has agreed to help the committee find a permanent repository for CFW back files.

a special thanks...

... to Nancy Howell, Nancy McGlasson, Claudia Milstead, and Latha Reddy - members of the CFW Communications Committee in addition to Ann Viera and Amy Webb for their contributions to this issue of the Networker.

—Julie Little, Convener

kudos!

Dr. Patricia Ashley, recent resident in the veterinary college's Department of Small Animal Clinical Sciences, has received the 1999 Resident's Award from the American Association of Veterinary Clinicians.

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The Lindsay Young Teaching Award is presented annually to recognize excellence in veterinary teaching and is funded by Knoxville attorney Lindsay Young. Receiving awards were Dr. Diane Hendrix, assistant professor, and Dr. Linda Frank, associate professor, both in the Department of Small Animal Clinical Sciences.

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Dr. Melissa Kennedy has been elected to the American College of Veterinary Microbiologists Board of Governors for a three-year term. Kennedy is an instructor in the veterinary college's Department of Comparative Medicine.

The Networker is published two times each year by the Commission for Women. Comments and suggestions may be forwarded to the Communications Committee in care of Dr. Julie Little: jklittle@utk.edu or 423.974.9450.

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