Spring 2002

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Commission for Women

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December 12, 2001

To Acting President Emerson Fly,
Provost Loren Crabtree and
the University Community:

As we complete the first term of a new academic year, with its normal optimism shadowed by inadequate state funding, debates over hiring practices, and sudden changes in leadership, the Commission for Women of the University of Tennessee believes it is critical to recognize the valuable contributions of staff, student, and faculty women—contributions which have benefitted the entire university community. Encouragingly, this semester has shown that our new administrators are ready to listen. As long-range planning accelerates and as we search for a new president, however, the Commission thinks it essential that all members of the university community keep the contributions and the concerns of women staff, students, and faculty at the center of discussion.

Women account for half of all faculty and staff employees, as well as more than half of our enrolled students. Without the hard work and professional conduct of these well-qualified women, this university could not function. We support the university’s goal of partnership in a just society. To achieve this goal, we stress the need for thorough and open-minded review of job and admissions qualifications; equitable compensation; opportunity for professional development; and job support (safe work areas and campus spaces, equal laboratory space, child care, computer access, and freedom from harassment). We speak here specifically on behalf of women, but meeting these needs would of course benefit men as well.

In recent years students and university employees who are women have indeed made great advances toward equality, but barriers still remain. Although there are legal remedies for some of these barriers—the Civil Rights Act, Title VII and Title IX, for example—other remaining obstacles are unexamined, sometimes even unconsciously held social or academic expectations shaping both men’s and women’s choices from early in the educational process. For example, women enter careers in the sciences in limited numbers. No woman holds a chair of excellence on this campus, though an increasing number hold endowed chairs. Women hold SGA offices, but rarely the presidency. Few women hold high administrative positions on this campus, and their numbers are only slowly increasing.

As a broadly representative group reporting to the Provost, the Commission for Women at the University of Tennessee works to discover and remove these barriers, and to celebrate the work of women who have achieved success in the field of higher education. Some of our accomplishments include developing a Family Leave policy for faculty; developing flextime schedules for staff; and developing and arguing for the expansion of child care facilities. We also have improved communication across campus through the Networker, through our web page, http://www.cfw.utk.edu, and through our listserv, WMNSPEAK. We have administered questionnaires concerning climate for women on campus, and we have begun a mentoring program that matches faculty and staff with students who have requested mentors.

We ask for help from the university community in identifying problems and in celebrating success. We are already working with the Association of Women Faculty and with the Woman’s Studies program, and together we have developed further, specific proposals for achieving equity for women. A document addressing the needs of women faculty, drawn up by all of these groups, is now posted on our website. All UT students, faculty, staff, and administrators are urged to direct attention to problems for women on campus and to ways in which we can work together to remedy those problems. We also urge you to point out occasions and people we ought to honor. Please respond to the UT Commission for Women:
- Nancy M. Goslee, Chair (ngoslee@utk.edu) or
- Nancy McGlasson, Vice-Chair (nmcglass@utk.edu) or
- Deborah Haines, Vice-Chair (dhaines@utk.edu)

Campus address: Dept. of English, University of Tennessee, Knoxville TN 37996-0430.

2001 Notable UT Women

This year, the Commission honors two women - Dr. Lorayne Lester, Dean of the College of Arts & Sciences, and Dr. Anne Mayhew, Vice-Provost for Academic Affairs and Dean of Graduate Studies, as the 2001 Notable UT Women. The awards will be presented at the Provost’s Honors Banquet on April 10, 2002 and a display recounting their careers hosted in Hodges Library April 15-30. To learn more about these outstanding women and their careers in service to higher education, please visit the CFW website (http://www.cfw.utk.edu).
"Tennessee Worst State" Status for Women in 2000 Report

In a 2000 national survey Tennessee tied with Alabama as number 49 out of 51 for the title of one of the worst states for women. The survey is the third documentation of the Status of Women in the 50 states and the District of Columbia completed by the Institute for Women's Policy Research (IWPR). The surveys compile data reviewing five areas including political participation by women at all levels (i.e., local, state and national, including voter participation), economic autonomy (the number of women business owners), employment and earning composite index and health and well-being. The first survey was completed in 1996, the second in 1998 with a national summary and 24 individual state reports and the 2000 report provided a national update with in-depth reports on nine states, including the state of Tennessee.

Tennessee was compared both regionally against three other states (Mississippi, Alabama, and Kentucky) and nationally in all areas. Regionally Tennessee ranked overall with a D grade, and nationally ranked in the lower 10 of the 51 on three of the five areas, and ranked in the lower third on four. Tennessee ranked 46 of the 51 showing an extremely low participation by women in voter registration, voting and women holding political office. Other major points state that 15% of Tennessee women have no health insurance and are below the national average in gaining a college education and as business owners.

With these statistics it is even more relevant to look at a study comparing the role of Tennessee Tax Policy and how it affects household income. The study completed by the Department of Women’s Studies at Vanderbilt under the direction of Ronnie Steinberg showed key comparisons of current tax policy, and proposed tax structure by Sundquist and the Rochelle Plan versus household income. It stated that usually the poorest people are single-family head of households and they pay twice the percentage of their incomes compared to those making $60,000 and above. Other statistics report that Tennessee women earn 71% of men’s earnings for comparable work and that 23% of women are the head of household with 50% of those women earning less than $20,000 per year.

The Tennessee Chapter of the national organization American Association of University Women (AAUW) has received one of ten Public Policy Impact Grants to help get women to participate in the 2002 election. One way to make positive change is to use your voting rights for changes that affect not only women but families as well.

For more information on the IWPR survey and to become more aware of public policies before Congress check out the following websites:

To subscribe to a free monthly e-mail alerts about Congress and public policy call the AAUW to receive the publication, AAUW Get the Facts, at (800) 608-5286. To get involved with the Tennessee Public Policy Impact Grant, by contact Virginia M. Ralston, AAUW TN Public Policy Chair at vralston@midsouth.rr.com.

Mrs. Sandra C. Walker
School of Art

Sandra C. Walker, Visual Resource Specialist, has been selected as the recipient of the 2002 Visual Resources Association Distinguished Service Award. The award will be presented March 24, 2002 at the joint Visual Resources Association/Art Libraries Society of North America Conference in St. Louis, Missouri. The VRA is an international organization for professionals who manage visual resources collections and includes members from the United State and twenty other countries.

CFW History and Archives Committee

Dr. Nancy Goslee and Dr. Mary Papke were notified on November 21, 2001 that the Commission's proposal to digitize historical materials relating to the Commission and other materials pertinent to the history and status of women at The University of Tennessee was selected as one of the six initial projects to be funded this year by the Hodges Digital Library Center.

mark your calendar

Jan 28, 29, 30; Feb 18, 19, 20;
Mar 11, 12, 13; Apr 8, 9, 10: Rape Aggression Defense classes, UT Police Department, 5-9pm, call 974-4674 for more info and registration.
Feb 23: Carlota Santana, Flamenco Vivo! 8pm, Clarence Brown Theater.
Mar 8-9: The Moscow Grigorovich Ballet, Sparticus, 8pm, Clarence Brown Theater.

CFW mentoring program

Spring 2002 Program Events

Jan 26-Feb 1: Mentoring Recruitment Week
Jan 29: Mentoring reception following speaker, Kelly Morgan-Phillips, Who's Taking Care of You?
Feb 8: Registration deadline for Spring mentoring.
Feb 22: Mentoring Retreat 6pm, International House.
Mar & Apr: Presentations to topics related to applying to graduate/professional school, obtaining internships or summer employment, and history of feminism.
For more information, please contact Rachel Inman, rinman1@utk.edu, 974-6790 or Nancy McGlasson, nmcglass@utk.edu, 974-2350.
angie warren perkins award

Dr. Carolyn Hodges
Department of Modern Foreign Languages and Literatures
Angie Warren Perkins Award Recipient

At the turn of the 20th century, Angie Warren Perkins served without pay as UT dean of women. Perkins is honored by an annual award to a female faculty member who has demonstrated excellence in teaching, scholarship, and leadership. Exemplifying these criteria, Dr. Carolyn Hodges, Professor of German and Department Head, receives the 2000-01 Angie Warren Perkins Award.

women in the tech-know

The CFW goes Online@UT

This spring the University has launched a new online academic community called Online@UT to host academic course sites and university organization sites. The CFW has an Online@UT organization site that includes an archive of meeting minutes, group pages for each committee, personal pages for each member to update with a photo, brief bio, and links to relevant online resources. Other features available to Online@UT organization sites include:

- anonymous voting and survey tools,
- digital dropbox for easy transfer of documents,
- content areas for meeting minutes and reports,
- online discussion forum and synchronous chat tools,
- email feature with attachment capability, and
- announcements and calendar areas.

The user-friendly interface makes it easy for members to become active communicators and participants in the organization's site development.

If your campus organization would like to know more about obtaining an online organization site through Online@UT, send and email to online@utk.edu or call the Innovative Technology Center at 974.9670.

women of achievement

Dr. Cheryl Travis
Ms. Nancy McGlasson
Ms. Lyndsey Hornbuckle
Women of Achievement Award Recipients

The Women of Achievement Awards honor a faculty member, a member of the university staff, and a student who have improved the status of women on this campus. The 2000-01 award recipients are Dr. Cheryl Travis, Ms. Nancy McGlasson, and Ms. Lyndsey Hornbuckle.

Dr. Cheryl Travis, Professor of Psychology, is honored for her dedication to the study of women's issues. Ms. Nancy McGlasson, Director of Evaluation Services, helped found the CFW's Peer Mentor Program. Ms. Lyndsey Hornbuckle, a senior in Human Ecology, works extensively to promote health and wellness among UT's female students.

call for nominations

2001-02 Angie Warren Perkins Award

The Angie Warren Perkins 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.

Guidelines and forms are available online (http://www.cfw.utk.edu/perkins.html). The nomination deadline is January 25, 2002.

2001-02 CFW Women of Achievement Award

The Women of Achievement award recognizes women who have, through extraordinary accomplishments, or contributions in either a traditional or nontraditional area, significantly improved the status of women within the University community. Awards are given in three categories: Faculty, Staff, and Student.

Guidelines and forms are available online for electronic submitting or faxing (http://www.cfw.utk.edu/achieve.html). The nomination deadline is January 25, 2002.

connect with the cfw

Join the Women Speak Listserv
Send an email to: listserv@listserv.utk.edu
Type this message: subscribe wmnspeak your first name then your lastname

Visit the CFW web site
http://www.cfw.utk.edu/

http://online.utk.edu
The immediate goal for the History and Archives Committee will be the inventory and prioritization of archival materials to be digitized for the project funded by the Hodges Digital Library Center. As the archives are inventoried, a secondary goal will be identifying and preparing materials for a display celebrating the 30th anniversary of the Commission in Fall 2002. Other possible ideas related to a celebration are newspaper articles in conjunction with the anniversary and a speaker and reception where all current and former members of the Commission could be invited to participate.

Members of the History and Archives Committee include: Deb Haines, Mary Papke, Cheryn Picquet, Julie Little, and Margaret Crawford and Sandy Walker, Co-Convenors.

The primary goal of the Equity Issues Committee is focusing on gathering data regarding men’s and women’s salaries. The 2000-01 Study of Faculty Salaries has been provided by the Office of Institutional Research and Assessment, and the faculty salary study for 2001-02 is underway. A salary study is being planned for men and women exempt and non-exempt staff.

Other goals for 2001-02 include investigating promotion and retention of faculty and staff and exploring options for increasing opportunities for shared governance.


In October 2001, the Association of Women Faculty, the CFW, the Women’s Studies Program, and the Knoxville chapter of the American Association of University Professors, presented this document for consideration by the UT administration and faculty. Download the pdf from the CFW website: http://www.cfw.utk.edu/transform_the_university_01.pdf.

...to members of the CFW Communications Committee: Lori Epperson, Deb Haines, Rhonda Spearman, and Sara McMillin along with Nancy Goslee, Nancy McGlasson, Sandy Walker, Nancy Howell, Pam Hindle and Cheryl Travis for their contributions to this issue of the Networker.

--Julie K. Little, Convener

The Networker is published two times each year by the UT Commission for Women. Comments and suggestions may be forwarded to the Communications Committee in care of Dr. Julie K. Little (jklittle@utk.edu). If you are a club advisor, you may receive duplicate copies. Please share extras.

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