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Commission for Women

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As a UT student, I believe there are many issues on campus that are important. I also believe that there are issues that are more important than faculty and vice versa. However, there are some common topics for which all faculty, staff and students care equally.

Interests which faculty and students share include: campus safety, equal opportunities for all races and genders, maintaining a productive academic environment and continuing good community relations. However, due to recent leadership events at The University of Tennessee, the issue of leadership has been added to this list and placed in the spotlight of awareness. Recently, I have seen a consensus among this diverse group of people regarding the issue of leadership of our university. This issue not only matters to the people who work at the university, but to the students who attend the university.

When I asked some of my peers what a “good leader” means to them, many leadership qualities were mentioned. Qualities mentioned were: sincere concern for the group which they lead, integrity good communicator, honest, charismatic, challenges others to do better, supportive, a good listener, easy to talk to, stays focused, humble, inspires loyalty, enthusiastic, courageous and empowering.

Most of the people who are connected with the University would like to be proud of the leadership. As a student, I know that the student body wants our University leadership to be strong and to be able to move the University to a higher standard. As a result of recent Presidential problems, community, faculty and student involvement has been requested on committees and in meetings as a new President search continues.

As a student, I see this new search as a new opportunity for the University! What a rate and exciting chance we have to, by our own choosing, select who route this University is going to travel. We have the opportunity to choose a qualified leader to help us obtain all of the goals we have set for ourselves.

Furthermore, as a female student, I and several of my colleagues are a bit concerned for the female representation in the highest positions at the University. There has never been a female President at the University of Tennessee. Currently, a female serves in the office of Vice President, General Counsel and Secretary. Another female also holds the office of Vice President of Administration and Finance. As proud as we are of these women, some of us would like to see the appointment of a female to the office of the President.

According to the Center for Women’s Business Research, women entrepreneurs generate nearly $2.3 trillion in revenues to the U.S. economy. In addition, “Women in Higher Education” reports of 4-year public schools, only 14% of the CEO positions are comprised of females. The University of Tennessee has a long-standing tradition for excellence in teaching, community service and research. We should encourage our search committee to choose a highly qualified, focused and powerful leader to take us to the next step in higher education.

I know she would do a great job.

Kelly Price-Rankin
Ph.D. Student, University of Tennessee
**CFW Committees**

**Communications Committee**
Chairperson: Lori Epperson
Deb Haines, Rose Parker, Kelly Ranck, Rhonda Spearman

The Communications Committee is important to the CFW because it provides visibility and constituency for CFW members and campus community through use of the website (http://cfw.utk.edu), the CFW biannual publication The Networker and by instituting online committee communication via the Blackboard Counseling CFW site at http://online.utk.edu.

**Equity Issues Committee**
Chairperson: Jane Moser
Alan Chesney, Denise Harvey, Jenny Richter, Kimberly Roberts, Cheryl Travis

The Equity Issues Committee is engaged in several exciting activities. The reconstituted Gender and the Workplace was distributed in Fall 2003. Responses are being cataloged, studied, and assessed. Also another project that the Equity Issue committee is involved in is assessing non-academic salaries at all UT campuses. And, the 2001-2002 Faculty Salary Study, authored by the Office of Institutional Research and Assessment, will be the third item for equity issues to review and provide appropriate feedback.

(please read the “Gender in the Workplace” article)

**Safety Advisory Committee**
Chairperson: Nancy Goslee
Peggy Beavous, Carolyn Hodges, Sarah Kerston, Nancy McGlasson, Jane Moser, Becky Riggs, Sarah Sara, Rosa Thomas, Olga Welch

The Mentoring Committee is an exciting and useful opportunity for women faculty, staff, and students to participate in mutually beneficial mentor/mentee connections. This year’s goal is to develop a “mentoring circle” format. (please read the “Mentoring” article.)

**CFW Committee Reports**

**Gender in the Workplace**

Staff and faculty had the opportunity to participate in the Gender and the Workplace survey during November and December. The response rate for the staff version of the survey was 22% overall (24% for staff women, 17% for staff men). The faculty version’s overall response rate was 28% (31% for both faculty women and men). Some preliminary findings:

- 30% of faculty responded that there is no “glass ceiling” limiting the advancement of women to important administrative positions at the University. 18% of staff say they do not perceive a “glass ceiling.”
- Both faculty and staff respondents say that their individual departments take sufficient steps to advance the status of women at UT.
- Child care is a subject that affects a fairly small number of respondents, but those for whom it is a concern consider it to be a very important issue.
- One in five staff respondents and one in ten faculty respondents say they had been sexually harassed while at UT. Most incidents involved unwanted questions/remarks or teasing/jokes of a sexual nature by peers.

Additional analysis will involve breaking down responses by gender for both faculty and staff surveys and by non-exempt/exempt status for the staff survey. The findings will be compared to the 1993 version of the Gender and the Workplace survey to see what has changed in the past decade at the University of Tennessee.

Please check periodically the CFW website for updated information. Upon completion of analysis a final report will be posted. HTTP://CFW.UTK.EDU

**History Archives Special Project**

January 30, the CFW Digitization Project Team met over lunch for an introductory and status report. The Director of the Digitization Project of the CFW Commission Chair, Pam Hindle, was introduced to Anthony Smith, Digital Initiatives Coordinator and Arwen Hunt, Metadata Librarian. Other CFW members present were Deb Haines, Nancy Goslee and Thura Mack. It was decided that the project would benefit from a self-archiving workflow that is consistent and with better quality. The first priority will be the newsletters, then the meeting minutes. The CFW members will discuss and decide upon a third priority for digitization.

To assist with the ongoing growth and additions to this collection, the library will investigate a strategy that will permit CFW to “self-archive” materials. This will give the CFW the necessary tools (software) to add new materials at any time and as needed. The team briefly talked about the volume of materials to be digitized for the project however this may not be an issue for discussion if a self-archiving strategy is developed. Finally, the group discussed the collection-related photos that were reviewed in Special Collections last year.

Respectfully reported by Anthony Smith, Digital Initiatives Coordinator and Thura Mack, CFW Archives Chair.

The mean focus of Work and Family has been to research the feasibility of a family care needs survey (childcare and elder care). Also, working with UT Faculty Senate and the CFW Communications we have posted revisions of Faculty Handbook benefits for CFW review and feedback. Information of Childcare Center Near the UT Campus from the “Childcare Resources Guide”, created by UT Adult Student Services Center, is posted to the CFW website http://cfw.utk.edu/images/2003/chilcare_centers_near_ut_campus.pdf

-Carolyn Hodges, Chairperson

We encourage you to contact any of the committee chairs or members with your opinions and concerns.

**MARCH IS WOMEN’S HISTORY MONTH**


**CFW NOTABLE WOMAN AWARDS**

This year’s Notable UT Woman Award selection committee consisted of Dr. Cheryl Travis, Courtney Jenkins and was chaired by Margaret Crawford. Sixteen well qualified candidates were nominated for the 2003 Notable UT Woman. The recipient of the 2003 UT Notable Woman was Dr. Nancy Goslee, who chairs both committees as the former chair of the Commission, reports strong pools of nominees for all of these awards. “Not only are women accomplishing great things,” remarks Dr. Goslee, “but more people on campus are recognizing their accomplishments.”

**AWARDS UPDATES**

The Commission will present several awards at the Chancellor’s Honors Banquet later this spring. The Angie Warren Perkins Award normally alternates between a tenure-track faculty woman who has shown distinction in research and teaching, and a woman administrator, staff or faculty member, at the level of department head or below, who has made outstanding contributions to university governance or administration. Because no award was made last year, both awards will be presented this year. In addition, the Commission has selected “Women of Achievement” in three categories: faculty, staff, and student. These awards honor women who have significantly improved the status of women at the university. Dr. Nancy Goslee, who chairs both committees as the former chair of the Commission, reports strong pools of nominees for all of these awards. “Not only are women accomplishing great things,” remarks Dr. Goslee, “but more people on campus are recognizing their accomplishments.”

**Work and Family**
Chairperson: Kimberly Roberts

-Alan Chesney, Mary Fitzgerald, Nancy Howell, Kimberly Roberts, Wendy Syer

The Work and Family Committee will be asked to explore campus issues that affect individuals and the families of individuals connected to this campus. Some examples are the availability of child care facilities, elder care options, family leave, sick leave, flex-time, other employment benefits, and preparing for retirement. Interest has increased in the last several years regarding living wage issues.

**History in the Workplace**

The CFW website has been updated based on Univeristy guidelines [http://cfw.utk.edu/]. WAMSPINK, the UT literature site has been updated. Two issues of the CFW Newsletter, The Networker, have been published. CFW members have been trained using Online@UT for online committee collaboration. Other tools include posting CFW announcements using campus wide communication tools, such as @tennessee, for broadcast to all faculty, staff and students.

-Lori Epperson, Chairperson

**Sustainability Advisory Committee**
Chairperson: Pamela Hindle
Julia Elkins, Deb Glenn, Becky Riggs, Mansie Thompson

This committee is involved with issues of high concern for students, faculty, staff, administrators, and families of all definitions: the safety of individuals who live, work, and learn on this campus. A major goal for this year is for the CFW Safety Committee to work with the Campus Safety Committee and the Traffic and Parking Authority to increase awareness of safety issues of particular importance to women. A secondary goal is to coordinate activities with the Fraternity Affairs and Panhellenic Advisors to educate men and women students on issues of dangerous and hurtful behavior such as drinking to intoxication and date rape.