Calendar of Events

Equity and Opportunities for Women: Initiatives in Law and Public Policy
All presentations begin at 4:00 PM in room 132 UT College of Law on dates specified.

March 18, 2004 — The Sexual Economy of American Slavery
H. Adrienne Davis, University of North Carolina - Chapel Hill

April 1, 2004 — Reform or Retrenchment: State Sex Education Commission of Race and Gender
Verena Williams, University of Illinois

April 22, 2004 — Diversity, Equal Justice and Social Justice in Higher Education
Martha Chamallas, Robert J. Lynn Chair in Law, Ohio State University

Supposed by funds from the Hansel-Moore Foundation, College of Communication, College of Law, African American Studies, Cultural Studies, History Department, Political Science, Psychology, Sociology, Sport & Leisure Studies.

Women’s Coordinating Council Sponsors Events:
For more information please call 974-6087 or Student Services at 974-5455.

February 26, 2004 - 7:30PM - Mentors in Violence Prevention, UC Auditorium.
(Co-sponsored with the Public Health and Interdisciplinary Council.)
February 29, 2004 - 8:00PM: Sweet Honey in the Rock, Alumni Auditorium.

Tickets are $5 for students, $15 staff/faculty and $20 public.

March 17, 2004 - 7:00PM: Rae Lewis Thornton, UC Auditorium.

March 20, 2004: UT Student Leadership "Can you lead me now?"
A workshop for students from 11:30AM - 3:30PM held in the University Center.

CFW Commentary

Searching for a President
One of the foundations of the Commission for Women, documented in the Bylaws of the Commission, is that the Commission shall "consult in the evaluation, revision and implementation of the University’s Affirmative Action Plan and the state-mandated Title IX Plan, and in so doing promote the hiring and promotion of women." In keeping with this charge, an ad hoc Presidential Search Committee was established to compile a list of highly qualified women candidates. The Committee, comprised of well experienced UT academics and staff, conducted research that focused on seven categories: candidates’ current positions, the size and scope of the candidates’ current institutions, educational backgrounds, budget management, performance, management philosophy, previous administrative experiences, and experience with/understanding of NCAA regulations.

The names and titles of nineteen extraordinary women were submitted to the Presidential Search Advisory Committee. These exceptionally well-qualified women are leaders who possess integrity, good communicator, honesty, 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 commences.

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 see this new search as a new opportunity for 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, honesty, charismatic, challenges others to do better, supportive, a good listener, easy to talk to, stays focused, humble, inspires loyalty, enthusiastic, courageous and empowering.

The University of Tennessee, Knoxville has long stressed on discipline in the areas of race, sex, color, religion, national origin, age, disability or veteran status in the provision of education programs and services or employment opportunities. The policy extends to both employment and academic admissions to the University. UTK does not discriminate on the basis of sex, age or disability in its educational programs and activities pursuant to the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, inquires and charges of violation concerning Title IX, Title IX, Section 504 and the ADA should be directed to the Office of Equal Opportunity, 315 Hodges Library, Knoxville, TN 37996-0606. Inquiries and charges of violation concerning Title IX, Title IX, Section 504 and the ADA should be directed to the Office of Equal Opportunity, 315 Hodges Library, Knoxville, TN 37996-0606. Inquiries and charges of violation concerning Title IX, Title IX, Section 504 and the ADA should be directed to the Office of Equal Opportunity, 315 Hodges Library, Knoxville, TN 37996-0606. Inquiries and charges of violation concerning Title IX, Title IX, Section 504 and the ADA should be directed to the Office of Equal Opportunity, 315 Hodges Library, Knoxville, TN 37996-0606. Inquiries and charges of violation concerning Title IX, Title IX, Section 504 and the ADA should be directed to the Office of Equal Opportunity, 315 Hodges Library, Knoxville, TN 37996-0606.
We encourage you to contact any of the committee chairs or members with your opinions and concerns.

**LORI EPPERSSON**  
Chairperson: Lori Epperson  
Deb Haines, Rose Parker, Kelly Rankin, Rhonda Spearman  
The Communications Committee is important to the CFW because it provides visibility and connectivity 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 CFW site at http://online.utk.edu.

**JANE MOORE**  
Chairperson: Jane Moore  
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 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.

**ALAN MACK**  
Chairperson: Kimberly Roberts  
Kimberly Roberts, Mary Fitzgerald, Nancy Howell, Kimberly Roberts, Wendy Syer  
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 respondents 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 female respondents and one in ten faculty respondents say they had been sexually harassed while at UT. Most incidents involved unwanted questions/jokes 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.

**GENDER IN THE WORKPLACE**

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 reviews of Faculty Handbook benefits for CFW review and feedback. Information of Childcare Center Near the UT Campus from the "Children's Resources Guide", created by UT Adult Student Services Center, is posted to the CFW website (http://cfw.utk.edu/arts/2000/childcare_center_near_ut_campus.pdf). The CFW website has been updated based on University guidelines (http://cfw.utk.edu/), WAMSPRAKE, the UT library site has been updated. Two issues of the CFW Newsletter, The Networker have been published. CFW members have been trained using Online/OUT for online committee collaboration. Other tasks include posting CFW announcements using campus wide communication tools, such as Pannote (for broadcast to all faculty, staff and students).  

**MARCH IS WOMEN’S HISTORY MONTH**  
Visit the History Channel website http://www.historychannel.com/exhibits/womeninart/main.html  
Visit the History Channel website http://www.historychannel.com/exhibits/womenhist/main.html  
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**WE LOOK FORWARD TO HEARING FROM YOU!**  
http://cfw.utk.edu/members.html  

**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, “but more people on campus are recognizing their accomplishments.”

**UT NOTABLE WOMAN AWARD**

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 Award, Gail McGee, was presented a framed certificate at the Chancellor’s Honors Banquet on April 14, 2004. Her name will be added to the plaque of Notable UT Women that is on display in the University Center and will be accompanied by a biographical exhibit in Hodges Library. The exhibit may be found on the first floor at the rear of the Jack Reese Galleria and will be on display from April 12-30.