The Networker

Commission for Women

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The University of Tennessee, Knoxville is poised for greatness. Already achieved are impressive levels of nationally and internationally recognized research, academic excellence, and community outreach. We still dream, however, with the harsh legacy of discrimination. We can change that. We can do more, and do it better, to reach our goals of inclusiveness, intellectual freedom, civility, and interculturalism. We can become truly great.

The UT, Knoxville Vice Chancellors and I have a plan to enhance diversity and create a civil society in which our students are prepared to grow and prosper in a world becoming increasingly intercultural and pluralistic. There are 12 steps that we are taking to reach this goal:

— The University is committed to respecting diversity in all its forms: different ideas and perspectives, age, ability, race, ethnicity, gender, sexual orientation, religious beliefs, political persuasions, and the socioeconomic and geographic composition of its faculty, staff, and students.

— We approach cultural differences with an attitude of learning from others in order to enrich our own experiences, thus making progress toward a genuinely civil society in which all peoples are welcomed and honored.

— When our ideals fall short in daily practice, we redouble our efforts to achieve a University community that reflects the pluralism of our society and of the world at large.

— As a free marketplace of ideas, the University believes that spirited discussion of diversity in all its manifold aspects and an acknowledgment of the complexity of the issues can only lead to positive change.

In addition to these fundamental goals, an Action Plan will focus on four goals:

1) Create a Welcoming, Supportive, and Inclusive Campus
2) Attract and Retain Greater Numbers of Under-represented Individuals into Faculty, Staff, and Administrative Positions (including department heads, directors, deans, and vice chancellors)
3) Attract, Retain, and Graduate Increasing Numbers of Historically Under-represented Students
4) Develop and Strengthen Partnerships with Diverse Communities in Tennessee and Beyond

All campus units will be asked to advance detailed plans in support of the Action Plan goals. Each Vice Chancellor will coordinate the creation of his or her unit's plan, and there will be accountability measures for each step to document visible and genuine progress. A comprehensive University-wide plan, comprised of near- and long-term strategies and details of responsibility for oversight and implementation, will be completed by February 1, 2005.

As work continues, details will be made widely available. It is vital to the success of this process that our entire campus community understands our collective vision. Individual commitment to our goals will bring success. I urge all of you to join in this worthy endeavor. We can become a great University.

Loren Crabtree, Chancellor
The Communications Committee has posted pertinent sections of the Faculty Senate survey, to include issues pertaining to childcare and eldercare. This committee, with able assistance from the Communications Committee, has provided a forum for faculty and staff to discuss these issues. The main focus of the Work and Family Committee is to conduct research on the needs of students and faculty. The committee is involved with issues of high concern for students, faculty, staff, and administrators, and families of all definitions: the safety of individuals who live, work, and learn on this campus. The CFW website is updated on a monthly basis, and new members are added periodically. Biannual issues of the CFW newsletter, are published. CFW members have been trained to posting to the public.

The CFW committee reports are as follows:

### History Archives Special Project
- Marga Ferguson, Deb Haines, Pam Hindle, Matt McKay, Mary Papke
- Melda Fehrer Rechert, Luyan Yang

The CFW Digitalization Project Team has met over the summer and is in the process of learning to use D-Space for digitally archiving historical materials. Melda Fehrer Rechert continues to be a crucial member implementing the Archive Project. Our current CFW graduate assistant, Luyan Yang, a Master of Science student in Information Sciences, is working with the committee to build a test site. The completed structure will be distributed for review by other Information Sciences experts prior to posting to the public.

### CFW Logo Committee
- Stacy Chaffin, Keniko Hiroguchi

The CFW Logo Committee is seeking a new logo for the Commission to express inclusion, diversity, and intercultural understanding. The committee is interested in working with members of the CFW community to create a logo that reflects the values of the commission.

### Professional Development Committee
- Alan Chesney, Billie Collier, Deb Haines, Pam Hindle, Anita Monroe, Mary Papke

The Professional Development Committee is working with the committee to build a test site. The completed structure will be distributed for review by other Information Sciences experts prior to posting to the public.

### Work and Family Committee
Chairperson: Kimberly Roberts

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### Women's Studies
Women's Studies offers both an undergraduate major and minor, as well as a graduate certificate. Courses are cross-listed with nearly every department in the College of Arts & Sciences as well as the College of Education, Health & Human Sciences and the College of Law. Students and faculty will have ready access to the Women's Studies library of materials. The new space provides better opportunities for small group meetings and interaction with the graduate teaching associates. Women's Studies offers both an undergraduate major and minor, as well as a graduate certificate. Courses are cross-listed with nearly every department in the College of Arts & Sciences as well as the College of Education, Health & Human Sciences and the College of Law. Students and faculty will have ready access to the Women's Studies library of materials. The new space provides better opportunities for small group meetings and interaction with the graduate teaching associates. Women's Studies offers both an undergraduate major and minor, as well as a graduate certificate. Courses are cross-listed with nearly every department in the College of Arts & Sciences as well as the College of Education, Health & Human Sciences and the College of Law. Students and faculty will have ready access to the Women's Studies library of materials. The new space provides better opportunities for small group meetings and interaction with the graduate teaching associates.