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Commission for Women

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NEW Student Health Center coming in November 2011

The Student Health Service is a fully accredited, out-patient health clinic dedicated to providing quality health services to enrolled students of the University. The Health Center is open 8:00am to 4:30pm M – F, except for Wednesdays when the hours are 9:00 to 4:30. A full range of services, including visits to the campus police department, are available to students. The staff consists of seven primary care, board certified physicians, a licensed nurse practitioner specializing in women’s health care, three part-time specialty care physicians, a part-time physical therapist, one psychiatrist, one psychologist, and a psychiatric nurse practitioner. Medical services include primary care, mental health, sports medicine, occupational medicine, gynecology, physical therapy, and surgical consultation. Comprehensive laboratory, x-ray diagnostic services, wellness promotion, travel consultation, nutrition counseling and allergy/immunization clinics are also provided. The Health Center experiences over 45,000 patient visits annually.

Pilots are underway for the construction of a new, multi-service Student Health facility which will consolidate the Student Health Service, the University Counseling Center, and the Safety, Environment, and Education (SEE) Center in the same building. Location of the approximately 110,000 sq. ft. new building will be on the corner of Pat Summit and Volunteer Ave. Construction is scheduled to be completed in time to greet new students for the Fall ’11 semester.

In addition to greatly increasing the physical size of the facility and the addition of the counseling and SEE Centers, medical services will also be expanded to include Pharmacy and Physical Therapy departments. It is expected that this new building will be highly utilized by students and student visits are forecasted to exceed 60,000 visits per year.

— Contribution by Mr. James Doyle III, Administrator, UT Student Health Service

EVENTS coming in March-April 2011

SPECIAL UTIA SEMINAR:
March 9, 2011 9:30 AM
Hoover Auditorium on the Agriculture campus
“Valuing Diversity and Inclusion in the Academy: Achieving New Levels of ExCELlence”
Dr. Yolanda Moses, Vice Provost for Conflict Resolution and the Special Assistant to the Chancellor for Excellence and Diversity at the University of California Riverside. The seminar will focus on the research literature on diversity and inclusion in general (gender, race, ethnicity, national origin, sexual orientation, creed, religion) and its influence on workplace productivity and academic creativity. The need to consider diversity in the academic includes, but goes well beyond, issues of social justice and speaks to the core mission of the land grant university in the United States in the 21st century.

Middle Tennessee State University – Murfreesboro, TN (30 miles from Nashville)
National Women’s History Month March 20, 2011, 1 p.m.

2011 Interdisciplinary Conference: Global Discourses in Women’s and Gender Studies March 24-26th, 2011
Speaker Somaly Mam 3:15-4:30 p.m., March 25th, 2011
Anti-Human Trafficking Activist, CNN Hero, and one of Time Magazine’s 100 Most Influential People of 2009
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For conference information, http://www.mtsu.edu/wgsociety/conference or call 615-898-5910.

March 11, 2011, 3 p.m.
University Center Ballroom
http://chancelor.ortu.edu/honorsbanquet/
Professional Development Conference
March 14, 8:00am – 4:30pm, UT Center Conference Center, 4th floor
This conference is full of excellent topics and speakers designed to provide tools to succeed as creative leaders. The need for creative diversity in the academic includes, but goes well beyond, issues of social justice and speaks to the core mission of the land grant university in the United States in the 21st century.

HODGES LIBRARY AUDITORIUM:
March 9, 2011 10:00 AM
UT Women Poets and Friends Prof. Marin Kallet and Ph.D. candidates
Charlotte Perri, Kerlyan Lounar
Celebrate Women’s History month with some of UT’s finest poets. A book signing of Kallet’s newest work will be held following the readings.

STUDENT HEALTH CENTER:
March 10, 2011, 7:00 PM
HODGES LIBRARY AUDITORIUM:
March 9, 2011 7:00 PM
UT Women Poets and Friends Prof. Marin Kallet and Ph.D. candidates
Charlotte Perri, Kerlyan Lounar
Celebrate Women’s History month with some of UT’s finest poets. A book signing of Kallet’s newest work will be held following the readings.

OTHER SUGGESTED READINGS ON CIVILITY:
An online search for the topics of “civility” and “civility in the 21st century”, provided the following:

130 Rules of Civility: George Washington
http://110rules.com/

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For conference information, http://www.mtsu.edu/wgsociety/conference or call 615-898-5910.
Promoting a Positive Work-Life Climate at UT

In 2009, the Commission for Women (CFW) formed a taskforce to generate recommendations that might help transform UT into a family-friendly research university. As part of that commitment, the CFW taskforce developed and sent a web-based survey to all faculty and staff. Items to assess were their knowledge and usage of existing policies, their perceptions of the institution and department climate with respect to family-friendly issues, and their desires for additional policies. Using the 1787 usable responses received, a report was generated that contained both relevant findings from the survey as well as a timeline for action.

The report was shared and received support from number of groups on campus as well as with Chancellor Cheek. The groups included the various Commissions (LGBT People, Blacks), Council for Diversity and Inter-culturalism, the Exempt Staff Council, the Executive Council of the Faculty Senate, the Women’s Studies Program, Women’s Administration Group, Graduate Student Senate, and the Women’s Co-ordinating Council.

Some interesting findings include:

1. About 40% of all faculty and staff agree or strongly agree that UT encourages employees to balance their work and home lives. Staff were slightly more positive than faculty with 44% of staff compared with 33% of faculty agreeing with the statement.
2. About one third of faculty and staff respondents reported that they feel that they have to choose between their work life and home lives. The pull between competing responsibilities is greater for: faculty; 45.6% of faculty respondents versus 29.3% of staff respondents feel that they have to choose between their work and home lives.
3. A significant percentage of faculty and staff reported that they had had to contend with one of the following four events in the previous three years: childbirth or taking time off for the birth of a child, elderly care, their own major illness, or the illness of a child. Faculty and staff were most likely to report contending with elderly care issues; 24.3% of faculty and 32% of staff reported such a concern. A loss of significance, one quarter of staff reported contending with their own major illness in the previous three years.
4. Respondents were asked about the degree to which they would find a list of ten initiatives useful. UT STAFF: The availability of flexible work arrangements; 96.3% of staff respondents indicated that they would find such a policy somewhat or highly useful.
5. UT FACULTY: spousal or partner hiring assistance programs proved to be most popular with 56% of respondents indicating that such an initiative would be highly useful.
6. Both groups: widely supported included providing elder care referral and resources, well-being programs, guaranteed on-campus childcare, discounts for off-campus childcare, and emergency back-up childcare services.

The taskforce generated a series of policies and programs to be implemented over the next several years based on the reports findings. Some of the recommended initiatives include:

- Send out regular (semi-annual) e-mails to faculty and staff about existing policies and programs,
- Designate lactation rooms for nursing mothers,
- Partner with campus offices and individual faculty to conduct brown-bag lunches and/or a lecture series highlighting work-life balance issues (for example: gerontology issues or lactation),
- Create and promote a campus policy to offer flexible work arrangements for faculty and staff across departments and units,
- Implement a bereavement policy that is inclusive of partners and significant others,
- Develop emergency childcare options, potentially in partnership with external agencies.

Having received positive support from all members of the campus community, including the Chancellor, we are in the process of implementing some of the proposed initiatives this semester and will continue to work to roll out new initiatives next year.

The complete report is available at www.cfw.utk.edu and at UT LIBRARIES TRACE: CFW Archives under WORK-LIFE BALANCE REPORT 2010. Please direct any questions or feedback about the survey to Margaret Sallee, Vice Chair–CFW at msallee1@utk.edu.

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Constructive discourse requires our working together to resolve factual disagreements wherever possible. There are many cases in which even with the best intentions oppositions cannot arrive at an agreeable solution. When this occurs each side needs to publicly explain the reasoning behind their differing interpretations based on the factual information available. Civility requires that contending parties make an honest and continuing effort to understand the views and reasoning of others.

Our UTK community must condemn the deliberate distortion of information and the presentation of unbalanced views as unacceptable. My advice for building and sustaining a successful interethnic/intercultural community at UTK are reflected in the lyrics of a song sang by Aretha Franklin, the "Queen of Soul"; she soulfully states, "R-E-S-P-E-C-T... find out what it means to me" (e.g., female, gay, straight, Latino, etc.) and in the chorus she repeatedly exclaims: "give me" (i.e., everyone) "just a little bit [RESPECT]". This nascent concept uncrically links the essence of a strong civil community.

Different observers might see dissimilar landscapes when envisioning how the administration decides to construct a civil UTK community. We must deconstruct the dynamics of "otherness" in order to reach our aspirational goals of becoming a Top 25 institution. I believe that our UTK community must demonstrate civility based on respect and acceptance; this process must begin with the administration modeling civil behavior it wishes to see faculty, staff and students demonstrate.

As a military officer, I have learned that being the "example" is the best way to encourage growth and achieve successful outcomes. People hate to be forced to do things against their will and can be expected to launch a "counterattack" at the earliest opportunity. The best way to limit this backlash effect is to develop a plan which can be justified on the basis of broadly accepted principles of fairness which all members of society (e.g., the UTK community) have an interest in supporting. In the summer of 2010, I participated in a "Civility Task Force" appointed by Chancellor Cheek in response to an incident which occurred during a campus tour by primarily Black students and their parents/caregivers. The task force developed a plan which includes "civility principles" that are being reviewed by student organizations, the chancellor’s advisory groups and the faculty senate. This approach tends to produce reasonable input from key stakeholders, while making it more difficult for the pursuance of purely selfish objectives.

One crucial element of civility is the recognition by conflicting parties that it is possible that they are wrong and that ideas advocated by someone who is different are actually better. This entails an obligation to seriously consider the persuasive arguments made by individuals whose racial/ethnic, religious/spiritual, sexual orientation and/or socioeconomic status might be different from yours. Through exchange and negotiation of mutually beneficial win-win trade-offs, our campus "will be welcoming to all and hostile to none" (Jimmie Cheek, personal communication, February 1, 2011).

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Civil adj {si-vul} Definition of CIVIL

1a: of or relating to citizens or of or relating to the state or the authority (as of a civil government)

2a: civilized (civility society) b: adequate in courtesy and politeness — merrily "a civil question"

3a: of, relating to, or based on civil law
b: relating to private rights and to remedies sought by action or suit distinct from criminal proceedings c: established by law

4: of, relating to, or involving the general public, their activities, needs, or ways, or civil affairs as distinguished from special (as military or religious) affairs

Self time: based on the mean sun and legally recognized for use in ordinary affairs.

—Merriam-Webster Dictionary
http://www.merriam-webster.com
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Chair ~Commission for Blacks and 2011 HERS candidate.
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email: cfw@utk.edu
listserve: cfw@listserv.utk.edu
FACEBOOK: Commission for Women
TWITTER: CFWUTK

130 Rules on Civility
George Washington
http://www.130rules.com

Considering Political Civility Historically: A Case Study of the United States
V. Shapiro, 1999
http://www.anu.edu.au/sociology/compassion/considering-political-civility

“Campaigns of Civic Virtue”

We welcome your additional thoughts to the CFW Facebook and Twitter pages. You may also direct your comments to the individual contributors as noted or you may send your email to cfw@utk.edu. Please make sure you put CFW in the SUBJECT LINE. Thank you.

~ Editor