

WOMEN'S VU

A publication for and about women
at Vanderbilt University

May 1979

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Slide Show Examines Sex Images

A program of narrated slides on "Images of Males and Females in Elementary School Textbooks" will be presented at 7 p.m. Wednesday, May 23, in Sarratt Cinema on the Vanderbilt campus.

The program, cosponsored by the Vanderbilt Women's Center and the departments of psychology at Vanderbilt and Peabody, will be followed by a discussion led by Barbara Wallston, associate professor of psychology at Peabody College and Karen Heldmeyer, assistant professor of psychology at Vanderbilt.

Day Care Available Near VU Campus

Continuing this Newsletter's investigation of available child-care, I visited one morning with Michelle Sinclair-Whiteley, Director of the Centennial Park Children's Center. As a novice to systemized child-care but with some experience with pre-school children, I was favorably impressed with this program and would recommend it to University people seeking care. This Center takes any child age 2 up to the fourth grade, and provides rich and varied programs, close to the University, at reasonable cost (\$30.00/week plus a \$15.00 yearly registration fee). Ms. Sinclair-Whiteley is a competent professional who obviously cares deeply about children. The program has many interesting features.

Housed in an old home reconverted into a comfortable, roomy, "school" atmosphere, there are four classroom areas, a spacious and well-equipped playground, and large dining room-kitchen facilities. Centennial Park is

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The slides and taped lecture focus on gender stereotyping in textbooks, and the issues raised are applicable to elementary, secondary and college level instructional materials.

Research shows that high school and college textbooks as well as the popular media also convey stereotypic images of females and males. Since we are continually exposed to gender stereotypes, this program should be informative for anyone who is interested in the influence these images may have on individual development.

The program is open to the public and is of particular interest to professional educators, social workers and parents of school-age children.

A \$2.00 registration fee to cover expenses will be collected at the door. The program is free with valid student ID. For additional information, contact the Vanderbilt Women's Center, 322-4843.

Nancy Ransom

Women's Week Planners Reflect

True to its motto, "Shine and Reflect," Women's Week '79 was a bright week of activities which reflected a wide diversity of interests. Participation in events was notably increased from last year. Workshops had average attendance of approximately twenty-five.

"We were especially encouraged by the number of students attending," coordinator Linda Morgan said. Whereas last year's Women's Week drew in many community members, the recent events called in not only Nashville residents but a significant number of students and University staff as well. Particularly

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WOMEN TRUSTEES MEET CAMPUS WOMEN

Women members of the Board of Trust and women of the University community met April 26 to discuss programs and issues related to the status of women at Vanderbilt. The meeting, the fifth in a series that began at the time of the Spring 1977 Board of Trust meeting, was arranged this year by the Women's Concerns Committee.

Elaine Sanders-Bush reported that the Women's Concerns Committee recently changed its status by incorporating itself into the Women's Center as a task force. "The most exciting event this year for women at Vanderbilt was the establishment of the Women's Center," Sanders-Bush said. The Center, she said, in part culminated the work of the Committee and in part provided a setting in which the Committee could function more effectively.

Nancy Ransom read the statement of purpose for the Women's Center as given by President Fields in his founding document, which ends with the objective of providing a meeting place. Ransom expressed pleasure that Vanderbilt now has a place for women to meet but emphasized that the space provided is limited to enough room for only two or three people to meet plus access to a conference room where about twelve can gather comfortably by special arrangement.

Ransom described some contributions the Center has made in its brief existence to improving the status of women at Vanderbilt: It is the publisher of a newsletter, *Women's VU*, through which women can communicate with each other and with all groups in the University family. It is surveying the concerns and issues as perceived by the campus community by means of a questionnaire,

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TENNESSEE WOMEN FORM HIGHER EDUCATION GROUP

A statewide Consortium of Women in Higher Education was instituted as the culmination of a two-day higher education workshop hosted by the Tennessee Commission on the Status of Women. Over fifty women representing private and public colleges across the state attended the workshop on April 8 & 9.

The meeting began with a presentation by Representative Bill Nolan regarding House Resolution 107 dealing with the sex equity study. Representative Nolan reviewed the Tennessee Higher Education Commission Report, after which a committee was formed to study the source of the data gathered on women in higher education, determine how beginning salaries and rank are arrived at for both men and women, and finally, follow the report until its completion.

The workshops on April 9 focused on problems in professional development. Participants divided into two groups, one focusing on administration and one on faculty. The importance of acquiring skills through formal and informal training was stressed. For staff and administrations, learning skills in the areas of management, editing, counseling, writing and in affirmative action that are



ANNOUNCEMENT

May 30-June 3 First National Convention of The National Women's Studies Association. University of Kansas, Lawrence, Kansas. A copy of the conference registration is available at the Women's Center, or contact: Shirley Harkess, Local Planning Coordinator, Women's Studies Program, University of Kansas, Lawrence, Kansas 66045

The Women's Center now has the revised edition of *Our Bodies, Ourselves* on the bookshelf. Other new volumes include *A Guide to Women's Publishing*, *Women and Money*, and *Non-Sexist Education for Young Children: A Practical Guide*. Come over to the Center and browse.

acquired through experience, were seen as vital. Managerial skills also were described as obtainable through formal educational processes such as management training. Women in the 30-40 age group discussed survival in their jobs and the problem of being passed over for promotions as younger women derive the benefits of improving opportunities for women.

Solutions to the various problems discussed included development of standardized procedures, being assertive, working through conflicts in dealing with mentors and others, and having a career plan—defining personal objectives, taking management training, and understanding both formal and informal politics of the organization.

Afternoon sessions addressed working conditions. It was recommended that women should discuss salaries with other women in their institution to develop an open system rather than maintaining secrecy on the question. Another recommendation was for child care centers on every campus. Issues related to sexual harassment of women and sex-stereotyping were also discussed.

One afternoon workshop was led by Nancy Ransom, Women's Center Director, Vanderbilt University, and Billie Ann Pace of UT-Martin. Barbara Wallston of Peabody College served as a discussion leader for the faculty group.

At the conclusion of the afternoon workshops, all delegates gathered in a general meeting to report the recommendations each workshop adopted. One recommendation reported from all workshops was that a statewide organization be formed to continue activities addressed to the problems women brought out in their discussions. A formal motion that the women present take the initial steps to form a statewide consortium passed. Eligibility for membership was extended to any women in higher education in Tennessee as faculty, staff, or student.

The Consortium will hold spring and fall meetings each year, and committees will hold as many additional meetings as are needed to carry out their missions. A planning committee was recruited from among those present consisting of eleven women representing the faculties, administrations, and students from public and private institutions."

Fran Jeroutek

Day Care

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across a quiet street with its excellent offerings - playground, grass, trees, and duckpond. The building has space for 92 children. It is clean, bright, and safe.

Michelle's staff includes three other teachers and a cook. The teachers are qualified professionals with at least a college degree and teaching experience. Their emphasis is upon giving each child special attention. Michelle stresses that she must have teachers who really love children since good day-care demands such important interaction. These teachers genuinely try to relate to what is going on in the lives of the children, to any particular needs a child may have on a given day.

The program has a weekly theme, centered around appropriate issues by seasons, interests, etc. Each week the children take one field trip. For example, one week might have the theme of "Farm Life" and the children visit a local farm, pet the animals, etc. The day itself is varied between quiet and active times. Learning games and resources are drawn primarily from Peabody early educational instructional programs (not connected with Peabody college). These resources with their puppets, gadgets, and gimmicks reminded me of Sesame Street. One series included an engaging character named "Pazoo" and his escapades. The reward for answering questions was to be "stamped" on the hand with Pazoo stamps, something (for some reason) little children love. I recall such things from my childhood memories at summer carnivals.

Some of the school's special features make it especially attractive. For an extra \$3.50, the school's bus will pick the child up at school if you are unable to leave work. This is a tremendous aid for professional and working parents. There is a separate after-school program for these children. The lunches are designed to be a main meal.

During the summer, the children participate in a "summer camp" as a regular part of the program. Other children may also join for a \$35.00 fee. The day-camp is on land that Michelle owns that has a stream and fishpond. She has a pony for the children as well. Many parents have their children in swimming lessons at the Vanderbilt pool for additional cost.

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Women's Athletics Threatened

A coalition of 300 independent colleges has raised \$100,000 and hired a Washington consulting firm to organize a lobbying campaign aimed at exempting athletics from Title IX, the federal law barring sex discrimination in schools.

Claiming that it costs colleges over \$250 million a year to comply with federal equal opportunity laws, the National Collegiate Athletic Association (NCAA), which is not directly associated with the coalition, insists that the opposition is not aimed at women's sports but at federal regulation.

The National Organization for Women (NOW) has called for a letter campaign opposing any measures in Congress to weaken Title IX as it affects women's sports. They urge interested persons to write to their Representatives and Senators. For more information, PEER, the Legal Defense and Education Fund project of NOW, can be contacted at (202) 332-7337.

Nancy A. Ransom

Director Attends National Training Conference

Early in April, Nancy Ransom, director of the Women's Center, attended "The National Women's Centers Training Project," a five-day conference at UT-Knoxville for personnel of women's centers.

The Project is a nation-wide program that grew out of a pilot study at Everywoman's Center of the University of Massachusetts (Amherst). It was created by Kathryn Girard and Joan Sweeny, to provide training for persons who work in women's centers. The Project was funded this year by a grant from the Women's Educational Equity Program (WEEP) of the U.S. Office of Education. UT-Knoxville is one of four regional centers in the United States where the training sessions are offered.

Eight participants from four southeastern universities took part in the training session, which focused on issues central to developing and managing a women's Center: leadership, organization, programs, budgets, and communication skills. The learning formats included lectures, seminars, simulations, and group planning. Co-leaders Girard and Sweeny were able to involve each participant in the intense week of activities without permitting fatigue to interfere with constructive learning.

The week culminated in a simulated presentation for funding a women's center program before a *real* university

administrator. Each trainee had selected one of two "cases" that described a hypothetical university women's center, then worked with others who had chosen the same case. The two groups were guided through a series of steps in program-planning, budgeting, and communications skills appropriate to any administration process. The case was used for concrete information.

On the last morning of the week each group had an appointment with a UT administrator who had read the case and also had been instructed to employ some strategies from a list of ploys used by administrators in comparable situations. (Trainees did not see this list until afterward). It was not made easy for the presenters to persuade the administrators!

Each 45-minute presentation was observed by one of the two trainers, who led a discussion on the participants' performances when the simulation had ended. This was followed by a seminar on programs, budgets, and communication skills involving trainers, trainees, and the two administrators.

This program was a valuable experience for the Women's Center director, who felt that her prior experience contributed positively to what she learned. It is a type of project that could be applied to any administrative role and to men as well as women. The particular problems of female administrators, however, are considerable. Separate training for women and men is justifiable at present. But an adaptation of this kind of training for female and male administrators in the same university might improve understanding between the sexes in professional relationships.

Nancy Ransom

WOMEN'S WEEK

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popular workshops included "Passages," "My Mother, Myself", "Facts about E.R.A.", "The Women's Movement: Forum on the Future," and "Lesbianism as a Feminist Issue". Morgan credits much of the week's success to having a central headquarters, which served as a source of information and center for sharing ideas.

As a result of the success of Women's Week, an organization for undergraduate women is being formed. Morgan states: "The experiences we have gained through working with other undergraduate women has stimulated our desire to continue regular meetings." This organization will pursue the interests of undergraduate women throughout the year and will provide an opportunity for those in different areas of study to share ideas and form friendships.

Speaking as well for co-ordinators Pam Mason and Emily Minor, Morgan expresses special thanks to all who supported Women's Week financially and through active participation. "As a

fatti maschii, parole femine— deeds are males, words are females: deeds are more effective than words—motto of Maryland, where it is generally interpreted as meaning "manly deeds, womanly words"

—Webster's New Collegiate Dictionary



coordinator, I would like personally to thank members of the Women's Week group," she said. It was these people who "made it possible."

Judy Kasey

Day Care

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There are sometimes openings in the Centennial Park Children's Center. If you have children and are in need of day-care, this program with its professional staff, educational curriculum, after school activities and summer camp is a good one. You can call Ms. Sinclair-Whiteley at 292-4804.

Mary-Lynn Ogletree
Associate University Chaplain

Board of Trust and Campus Women Meet

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which is approaching 60% response.

Trustee Mary Jane Werthan inquired about special fund raising for the Women's Center. Ransom explained that she has discussed the question with President Fields and plans to consider, with persons in the Development Office, appropriate strategies for raising money for the Women's Center.

Gay Welch reported on the Women's Studies program. The two courses offered this year enrolled 45 students in the fall and 85 in the spring semester. For the first time, the courses will be repeated for a second year by the same professors, thus achieving a level of continuity not previously experienced at Vanderbilt. Welch said the arrangement with Sheila Tobias whereby she commutes from Washington to teach her course in Women and Public Policy is "something new in the staffing of women's studies programs at universities" and is a way of having an outstanding visiting professor who could not otherwise be available.

Regarding the future of the Women's Studies program, Welch expressed the hope that the courses, now offered only as electives, could be accepted as filling requirements in their disciplinary fields. "Dean Voegeli has been very supportive of the program," Welch said.

Ingeborg Mauksch discussed the Women Faculty Organization's project of assisting deans and department heads who

are considering women applicants for faculty positions by meeting the applicant and giving her information she needs for a full evaluation of the potentialities of the position. The deans of Vanderbilt's seven schools and College have been called upon by committees of two women from faculties other than their own. All eight deans were receptive to the idea, and several opportunities have been provided for the Women Faculty Organization to be involved in introducing women applicants to the campus and to Nashville as a desirable community in which to live.

Mauksch emphasized that the service offered by the Women Faculty Organization is intended to attract "women of excellence" to Vanderbilt. The experience of providing the service has been quite enjoyable to those involved in it, she said.

Linda Morgan reported on Women's Week '79. This year, she said, a special effort was made to attract students to the activities since last year the faculty, staff, and Nashville community were better represented than the students. *The Hustler* covered advance publicity heavily, and student organizations made special efforts to communicate with their members in advance and during the Week. As a result, attendance by students was greatly increased over last year. In all, over 1200 people attended various programs offered as a part of the Week. "The year established Women's Week as an annual event," Morgan said. The committee received so many offers to present workshops, seminars, and program ideas that the difficulty was in

coordinating them all, she said.

Plans for Women's Week next year include a special effort to integrate Peabody College students into activities as full members of the Vanderbilt community following the merger now in progress.

Emily Harsh spoke briefly in answer to questions from women interested in the impact of a new interpretation of Title IX by the Department of Health, Education and Welfare. She said Vanderbilt has complied with a requirement that it submit plans for equalizing expenditures on sports for men and women students without asking that football be exempted as some universities and football enthusiasts propose.

Mary Lynn Ogletree noted that the second recommendation of the Commission on the Status of Women was for day care for children. Given the proposed Peabody-Vanderbilt merger and the potential resources at Peabody for day care programs, she suggested that this be an area for focus of women's concerns in the near future. "While the proposed merger plans are still tentative, the timing is right for raising this concern again," she commented.

The Board of Trust women expressed enthusiastic appreciation for the opportunity the meeting gave them to gain insight into the status of women at Vanderbilt. The women trustees in attendance were Miriam McGaw Cowden, Alyne Queener Massey, Mary Jane L. Werthan, Edith Davis Whiteman, and Patricia Early. About 30 women from the Vanderbilt community attended the open meeting.

Verley Archer

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