

# WOMEN'S VU

January/February 1982

A publication of Vanderbilt University Women's Center

IV:4

## Women's Week March 24-31, 1982

Caroline Bird, author, will be featured as the keynote speaker for Women's Week '82 (March 24-31). Among Ms. Bird's works are *The Two Paycheck Marriage* and *Born Female*.

Other programs in the planning stages for Women's Week '82 are a 10K Women's Week Run, art exhibits and Writers' Night, a coffee house featuring campus talent. Most of the programs presented during Women's Week are put together by campus organizations or individuals. Any student, faculty, or staff member interested in contributing to Women's Week '82 should contact Basia Holub, 321-6208, or Rhonda Trace, 799-6900, or leave a message at the Women's Center, 322-4843.

-Basia Holub, Coordinator  
Women's Week '82

## National Women's History Week March 7 - 13, 1982

A resolution proclaiming the week of March 7-13, 1982 as NATIONAL WOMEN'S HISTORY WEEK was passed by Congress this summer and signed by President Reagan.

The resolution, introduced by Rep. Barbara Mikulski (D-MD), salutes American women and notes that "the role of American women in history has been consistently overlooked and undervalued in the body of American history."

The successful campaign for national recognition of the contributions of women to the history of the United States was coordinated by the Congressional Union, an organization of feminist historians and activists, and the National Women's History Week Project, a part of the Sonoma County, CA, Women's Support Network.

The celebration of Women's History Week began in 1978 in Sonoma County, CA. Over the next three years the idea spread the country. By 1981, National Women's History Week had been proclaimed by the US Senate, and 24 governors and state legislatures had issued proclamations for this purpose.

## Weight Management Course Offered

Shape up for Spring! The Women's Center and the Vanderbilt Weight Management Program are offering an eight-week program for women at Vanderbilt - students, staff, and faculty. Dr. Becca Fleischer will lead the group.

Classes will meet from 5:15 to 6:45 every Thursday beginning two weeks before Spring Break to get in shape for the holiday, and six weeks afterwards to recover.

The fee for the 8 week series is \$50.00. A refund of \$1.00 a week to everyone who attends will reduce the cost to \$42.00 for all regular participants.

A minimum of 14 women but no more than 20 must sign up and pre-pay in order for the class to be offered. If you are interested please fill out, clip, and mail the coupon on page 3 WITH YOUR \$50.00 to WEIGHT PROGRAM, Vanderbilt Women's Center, Box 1513-B. The class will be canceled if 14 women have not signed up before February 10.

If further information is desired, call 322-3524 and speak to Polly Delzell or Jane Wert.

## Two Self-Defense Classes Scheduled

Sponsored by the Women's Center, Irv Rubenstein will teach SELF DEFENSE CLASSES FOR WOMEN. The Introductory class was well attended during the fall semester and will be repeated from February 4 through April 1 (a total of 8 meetings), Thursday nights, 7:00-8:30 p.m., in the South Lobby of Memorial Gym.

An Advanced Class was requested and will be offered Tuesday nights, 7:00-8:30 p.m., for five weeks, March 9 through April 6. This class will also meet in the South Lobby of Memorial Gym.

Registration is \$10.00 for each course; you may register at the first meeting.

The resolution was supported by all major women's organizations and many educational associations as well. It is expected to encourage school and community groups to recognize the historical contributions of women.

- from SPOKESWOMAN,  
September 1981

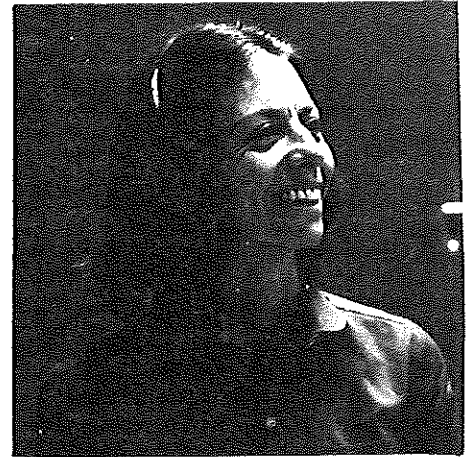


photo by Linda Ault

Professor Langland

## WEAV Supports Vanderbilt Women

WEAV, incorporated October 19, 1981, in support of Dr. Elizabeth Langland and more generally to advance the goals of staff, student and faculty women associated with Vanderbilt, has organized for action and is in the process of applying for tax exempt status. WEAV was formed with the assistance and advice of a steering committee and now has an executive committee of staff and faculty, and an advisory board of Vanderbilt alumni/ae. "We are proud of all these people and grateful for what they have done and are doing," said a WEAV incorporator.

As a corporation, WEAV has no members; instead there are categories of friends. However, Students for Women's Equity is an adjunct group on the Vanderbilt campus which has thus far hosted a reception for a number of Professor Langland's supporters. WEAV has also sponsored a benefit to raise additional funds.

As many will recall, Dean Jacque Voegeli last spring rejected the English Department's recommendation that Dr. Elizabeth Langland be promoted to associate professor with tenure. In September, the administration offered to extend her contract by one year to allow for a repeat review process beginning at the departmental level. The Women's Faculty Organization fully supported Dr. Langland's decision to reject this offer because it was demeaning to her and insulting to the English Department which already had recommended promotion. In addition,

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## Letters . . .

To the Editor:

We are at a historic moment in the history of women at Vanderbilt University. For the first time *all* women—past, present, and future—associated with the University are joined together in a common effort to work towards equity for women on this campus. With the incorporation of WEAV and the establishment of Students for Women's Equity, we have organizations which include women faculty, staff, students, and alumnae. Nothing like this has occurred before at Vanderbilt nor is it occurring at most other education institutions across the country. We are clearly pioneers in the establishment of comprehensive, carefully-articulated structures for women's equity in higher education. It is, I believe, a time for celebration and for commitment.

We should celebrate because we have come this far, but we must now commit ourselves to supporting these structures with our intelligence and imagination, our time, and our financial contributions. The future of WEAV and the student's organization is *our* future. All of us who study, work, and teach here will be affected by the ability of these organizations to educate, to advise, and to act with power and with credibility in the years ahead. A contribution to WEAV is not only an "altruistic" gesture, but is also directly concerned with one's own well-being. The several purposes of WEAV, if realized, will substantially improve the environment in which we women study and work. Vanderbilt could become a place in which we feel "at home," a place where we feel we belong.

The path to this goal is long and difficult. It is also expensive. The anticipated sum of Professor Langland's legal fees is substantial in addition to monies needed to fund WEAV's wide-ranging purposes. Historic moments, however, call for substantial responses. We now have the opportunity to effect real change in regard to the status of women at Vanderbilt. We have not had it before and if our present opportunity is not seized, we may not have it again for a long time.

My conclusion is simple: we must pledge all we can in money; we must give all we can in time and thought.

-Sallie McFague  
Professor of Theology  
Divinity School and  
Graduate School of Religion

### THE EQUAL RIGHTS AMENDMENT:

*Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.*

*The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.*

*This amendment shall take effect two years after the date of ratification.*

## WEAV, *continued from p. 1*

the AAUP frowns on such time extensions and Dr. Langland was and is willing to stand upon her record as it appeared in the spring of 1981.

Parenthetically, all women promoted within the tenure ranks of the College of Arts and Science in the last ten years have had to wait three months to several years beyond the usual period. The administration has given one reason or another, but the pattern of delay is uniform. This gives Dr. Langland's refusal of the additional year to her contract added significance.

Following the September offer and response, there were numerous hints of movement from the administration, but not until a

Charges of discrimination on the basis of race, color, religion, national origin, or sex must be filed with the Equal Employment Opportunity Commission within 180 days of the alleged discriminatory action in order to preserve the rights of an individual to pursue the matter in court.

In matters relating to tenure, the U.S. Supreme Court in a 1980 decision (*Ricks v. Delaware State College*) held that the time limit for filing a challenge to the denial of tenure began with notice to the claimant of the tenure decision rather than with the expiration of the employment contract.

### Sexual Harassment at Vanderbilt

Several complaints of sexual harassment of Vanderbilt students by professors have been received at the Women's Center and the Opportunity Development Center this past year. Vanderbilt has a stated policy condemning sexual harassment of students and employees; copies were distributed to all departments in the spring of 1981 and may be obtained from either the Women's Center or the Opportunity Development Center.

In August 1981, the Department of Education's Office for Civil Rights defined sexual harassment as sex discrimination under Title IX. A student is sexually harassed when she/he is unable to participate equally in an educational program or activity because of the sexual conduct or words of a school or college employee. Schools and colleges must provide internal grievance procedures which Vanderbilt has.

Only one formal complaint alleging sexual harassment has been filed with the Opportunity Development Center. The complaint was resolved through the student grievance procedure. Other complaints have been resolved on an informal level by the Opportunity

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conference attended by all top administrators, legal counsel, and Dr. Langland did any substantive shift materialize. While it is clearly the need to protect her access to legal remedies by filing with the Equal Employment Opportunity Commission (EEOC) before expiration of the 180 days since learning of Dean Voegeli's decision, Dr. Langland expressed hope for an internal resolution of her case. On their part, the University appeared to agree to a review that let stand the judgment of excellence in teaching and service contributions to the University, and that would focus exclusively on an independent evaluation of scholarship. The English Department would not be required to vote again. In cooperation with such a review process, Dr. Langland delivered to the Chancellor's office a list of nationally prominent English scholars who could be asked to review her work, as well as the entire *corpus* of her writing, including published articles, a forthcoming issue of *Soundings* which is her editorial work, and two book manuscripts.

The University has been reluctant, however to proceed with a review in the context of Dr. Langland's filing with the EEOC. They contended that to forego filing would not prejudice her access to legal remedies but this assurance contradicted all other legal opinion obtained formally and informally in Nashville. Dr. Langland in fact filed her complaint with EEOC on December 7. Subsequently the University has stated that it will not institute a review of her record.

These developments confirm the need to have in place an organization such as WEAV. WEAV's purposes include information gathering, support and advisory functions, and fund raising that will enable university women to pursue legal remedies where these are appropriate. It is anticipated that Professor Langland's legal expenses will approach \$20,000.

Donations made to WEAV are tax deductible from the moment of incorporation (October 16, 1981) so long as the purposes of the organization are ultimately recognized under 501 (c) (3). This recognition is not assured until we have it, which will probably in 1982. Therefore, donations are likely to apply in the 1982 tax year even if they were made in the last months of 1981. As a corporation, WEAV and the tax exempt status it is expected to enjoy can exist in perpetuity, remaining available to other women at Vanderbilt.

Donations can be sent to WEAV, Box 121326, Nashville, TN 37212. If a contribution is in redemption of all or part of a pledge, a note to this effect should appear on your check.

-Virginia Abernethy, Ph.D.  
Executive Committee, WEAV

# SPRING PROGRAMS

-sponsored by the Women's Center

**WOMEN'S HEALTH CLASSES** will be offered again at the Women's Center starting on March 15, for five consecutive Mondays.

The theme for this spring's series is **SEXUAL ISSUES**. Specific topics include: Sexual Response, What Your Parents Told You About Sex, Pleasuring, Problems with Sex, and Responsible Sexual Relationships. Members of the Vanderbilt faculty and community social workers will teach the classes.

Each meeting will begin at 11:00 a.m. with a thirty-minute presentation followed by an hour for questions and discussion.

The March issue of *Women's VU* will carry a schedule of classes. The first meeting on March 15 will consider Sexual Response and will be led by Mary Virginia Manley, Nurse Practitioner with the Vanderbilt Occupational Health Service.

Two courses will begin soon in the **HUMANITIES AND SOCIAL SCIENCE SERIES** cosponsored by the YWCA and Vanderbilt Women's Center.

**Women and Social Change:** The historical, political, demographic, and economic components of recent changes in the position of women in American society will be explored. Taught by Nancy Hendrix, Ph.D., Associate Professor, Tennessee State University. March 3-April 7, 1982, Wednesday evenings, 7:00-9:00 p.m. at the YWCA, 1608 Woodmont Blvd. Fee: \$30.00

**Women and Depression:** Examines the underlying cause of women's depression and its treatment. Various effects of medication therapy will be discussed. Taught by Jeanette Norden, Ph.D., Assistant Professor of Anatomy, Vanderbilt University. March 10-March 31, 1982, Wednesday mornings, 10:00-12:00 noon. The fee for this 4 week course is \$20.00.

If you are not currently a YWCA member, please add \$10.00 for annual membership to the class fee.

For further information and to register call the YWCA, 385-3952.

"**WOMEN'S HEALTH ISSUES IN APPALACHIA**" is the topic of a brown bag discussion at noon at Friday, February 12, at the Center for Health Services.

Robin Gregg, of the Highlander Center in New Market, Tennessee, will lead the discussion. Presently serving on the Women's Task Force of the Appalachian Health Providers, Robin Gregg has been on the Planning Committee for Appalachian Pathways, a conference focussing on women's health in Appalachia.

Co-sponsored by the Appalachian Student Health Coalition and the Women's Center, the lunch-discussion is one event during **APPALACHIAN WEEK**, February 10-13, 1982.

The **WOMEN'S STUDIES BOOK GROUP** continues with meetings in February and March. Both discussions will be held at the Women's Center, Wednesday night, 6:30-8:00 p.m., and refreshments will be served.

February 17: Virginia Abernethy, Department of Psychiatry, will review **THE GOLDEN NOTEBOOK** by Doris Lessing.

March 31 (during **WOMEN'S WEEK 1982**): Janet Eyler, Peabody Administration, discusses **THE TWO PAY-CHECK MARRIAGE** by Caroline Bird.

**PRE-PROFESSIONAL** programs will be offered by graduate women in the management, medical, and law schools. If you are considering any of these options, come and let women who've "been there" fill you in. Pre-Management is scheduled for February 10, 4:15 - 6:00; Pre-Medicine for February 17, 4:15 - 6:00; Pre-Law for February 24, 4:15 - 6:00. All meetings will be at the Women's Center, E-2 West Side Row. Please return the appropriate coupon below if you plan to attend any or all meetings.

Each spring, the Center for Health Services sponsors a week of events that focus on cultural, educational, health, and environmental issues within the Appalachian region. For more information contact the Center for Health Services, 322-4773.

## Women's Center Library

The library at the Women's Center now holds about 200 books. Sizable donations of books were received this fall from Professor Karen Heldmeyer, Psychology Department, and from Nancy Ransom, Director of the Women's Center.

Books may be circulated for one to two weeks. We will *routinely* mail reminders at the end of those two weeks. Most of our collection cannot be found elsewhere on campus.

In addition to holding books and a vertical file of clippings and articles, the library at the Women's Center subscribes to some interesting periodicals and newsletters.

The library is *usually* open from 8:30-4:30 Monday through Friday. Since our library is shared with another office you may want to call before coming by, 322-4843.

**VANDERBILT PROFESSIONAL WOMEN** will meet for a dutch-treat breakfast at Rand dining room Tuesday, February 23; Thursday, March 25; Tuesday, April 27; Thursday, May 20; and Tuesday, June 22. Breakfast at 7:30 a.m. with a program or speaker beginning at 8:00 a.m. Specific programs will be announced in the **REGISTER** and by direct mail to those requesting notification. If you would like to be on the mailing list for notification, please return the coupon below.

### PRE-REGISTRATION WEIGHT MANAGEMENT PROGRAM

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_

\_\_\_\_\_ Enclosed is \$50.00 fee for registration.

### PRE-PROFESSIONAL PROGRAMS

\_\_\_\_\_ Pre-Management, Feb. 10

\_\_\_\_\_ Pre-Medicine, Feb. 17

\_\_\_\_\_ Pre-Law, Feb. 24

Name \_\_\_\_\_

Address \_\_\_\_\_

### VANDERBILT PROFESSIONAL WOMEN

I would like to receive Notices of the dutch-treat breakfasts and programs.

Name \_\_\_\_\_

Address \_\_\_\_\_

Department \_\_\_\_\_

## Sexual Harassment

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Development Center and the Women's Center.

*The campus community should be an environment free from any implicit or explicit coercive sexual behavior which is used to control, influence or affect the career of any individual, whether faculty, staff or student.*

*- Vanderbilt's statement on sexual harassment*

For information about Vanderbilt's sexual harassment policy and grievance procedures, contact the Opportunity Development Center, 322-4705, or the Women's Center, 322-4843.



Attention Medical Center subscribers:

Some newsletters were returned to us last fall because of incomplete addresses. The medical center post office informs us that addresses must include name, location (e.g. A-1000 Medical Center North), and department.

If you did not receive your November or January issue of *Women's VU* by direct mail, please call 322-4843.

## One in Five Students Sexually Harassed

Twenty percent - 20% - of female students are sexually harassed by professors, according to the *THE WASHINGTON POST*, September 6, 1981. The article further estimated that 2%, or 110,000 female students receive bribes or threats for sexual activity. These estimates were based on interviews and the findings of several studies.

Two studies conducted at East Carolina University report equivalent figures. Of 226 female students completing a questionnaire survey, 0.9% reported having been physically assaulted by a male teacher, 2.2% reported overt demands for sexual activity from male teachers, 4.9% reported subtle pressure for sexual activity from male teachers, 8.9%, almost one in eleven, reported that male teachers had "touched, patted or pinched" them in an offensive manner, 13.6%, one out of seven, reported being offended by a male teacher's remarks about her clothing, body or sexual activities, 15.4%, almost one in six, had been offended by a professor "leering at or ogling" her body, 20.2%, over one in five students, reported verbal harassment from male teachers.

In interviews with 77 female undergraduates, 7.8% reported that they had been touched, patted, or pinched to the point where they were uncomfortable. Embarrassed rather than angry, students reported their responses as "joking" or walking away which they expected to end the matter; but 60% of those students said that the unwanted touching continued.

*-from ON CAMPUS WITH WOMEN, #2, Fall 1981*

## DES/Action Groups Formed

Between the years of 1941 and 1971, several million women were given the drug Diethylstilbestrol (DES) in order to prevent miscarriages. A large portion of the daughters and sons born to women who took DES have had fertility problems, cellular or structural abnormalities in the reproductive system, and increased incidences of cancer, as well as emotional problems.

There are some 20 DES ACTION groups across the country working to educate communities about DES and encourage legislation to address the consequences of DES exposure. Yet, there are no groups of this kind in the entire southeast region of the country. Beginning in January, the Center for Health Services will offer a series on DES through the University for Many. The goals of this series will be to provide information on DES and launch DES ACTION/NASHVILLE.

For more information, call Kathy Hearne at 322-4773.

**NEW DAY CARE POSSIBILITIES:**  
Miss Martha's Day Care Center - 206 Fairfax Ave. (just off West End)

Age: 2-5

Hours: 7 a.m. - 6 p.m.

Phone: 269-0460

Grace M. Eaton Day Care Center 1708 Pearl St. (just off Charlotte Ave.)

Ages: 3-6

Hours: 6:30 a.m. - 5:00 p.m.

Cost: \$20-35 per week depending on income and size of family

Phone: 329-3341

WOMEN'S VU is edited by Linda Karwedsky.

If you are not receiving a labeled copy of WOMEN'S VU, please return the form below or call the Women's Center, 322-4843, to get your name on the list.

We regret that newsletters will be sent to off-campus addresses only for a \$2.00 fee. Please make checks payable to Vanderbilt University Women's Center.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

Student \_\_\_\_\_ (please give class and school)

Staff \_\_\_\_\_ Faculty \_\_\_\_\_



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