

# WOMEN'S VU

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V:7

## Plans for Child Care Discussed by University Staff Council

*The following article reports on plans for child care at Vanderbilt that were discussed at the University Staff Council meeting on May 10th. The details were tentative at the time of the meeting (and at the time this newsletter went to press).*

*This plan was presented as a progress report to the Board of Trust at their April meeting and is expected to be acted upon in its essentials by the Executive Committee of the Board of Trust on June 10th.*

The proposal for a Vanderbilt child care program was presented for discussion to the University Staff Council at their monthly meeting May 10th. Ellen Lea, staff attorney in the Legal Office, briefly described the history of the proposal from the October *Recommendations* of the Child Care Task Force of the Women's Center Advisory Board to the hiring of a consultant by Vice Chancellor Jeff Carr in January.

Assistant Professor Earline Kendall was chosen as a consultant to put together a "refined feasibility study", concentrating on budget, Tennessee licensing standards, and the possibility of using available space on campus. Dianne Nabors, a graduate student in Education and director of the Jewish Community Center's day care program, was hired to assist her.

The proposed child care program presented to the Board of Trust in April consists of two parts: a campus day care center and a network of family day care homes.

A day care center for 55 children age 2-5 years old will be established in the Stallworth Building on the Peabody Campus. The 55 children would consist of 15 two year olds and 40 three-five year olds. A fee scale based on family income is proposed as follows:

family income - over \$30,000	2 year olds - \$250/mo - 4 places	3-5 year olds - \$240/mo - 9 places;
family income \$14,000-30,000	2 year olds - \$225/mo - 6 places	3-5 year olds - \$215/mo - 21 places;
family income - under \$14,000	2 year olds - \$185/mo - 5 places	3-5 year olds - \$175/mo - 10 places.

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## Report from WEAV

### *Update on Langland Court Case*

At the request of Elizabeth Langland's attorneys, the June 21 trial date has been postponed until early October. Langland's suit charging Vanderbilt University with sex discrimination will be heard in the court of Federal District Judge L. Clure Morton.

In June 1981, Dean of the College of Arts and Science Jacque Voegeli denied the English Department's recommendation that Elizabeth Langland be promoted to associate professor with tenure. Since termination of her contract with Vanderbilt, Langland has been associate professor and chair of the English Department at Converse College in Spartanburg, South Carolina.

### *Fund-raising Campaign*

A major fund-raising campaign has been announced by WEAV, an organization of Vanderbilt faculty, staff, alumni, and friends who support women's equity. "We've set a goal of \$40,000," staff co-chair Anne Brandt said, "\$25,000 of which is already committed

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## Joann Mitchell Joins the Opportunity Development Center Staff

Joann Mitchell is the newly-hired assistant director of the Opportunity Development Center. She will assist the director Pat Pierce in monitoring the University's compliance with equal opportunity laws and affirmative action commitments.

A 1981 graduate of the Vanderbilt Law School, Mitchell has been in private practice for the past year with the firm of Manson, Jackson & Associates. She also served as consultant with the Tennessee Commission for Human Development investigating and analyzing Title VII complaints.

Mitchell's experience and knowledge of the Vanderbilt community will enhance her immediate service. "As assistant director, I'll be investigating staff discrimination complaints and will work closely with Personnel Services to assist in identifying recruitment sources for women and minorities. Another special project with which I'm involved is the recruiting of minority graduate students through the National Name Exchange Program. Vanderbilt is one of 21 prestigious universities that cooperate in this program."



*Joann Mitchell, Assistant Director, and Pat Pierce, Director of the Opportunity Development Center, study Vanderbilt's Affirmative Action Plan.*

## Two Conferences Examine the Study of Women and Gender

by Nancy Ransom

Women and gender constitute the most rapidly expanding topic for scholarly research today. This was the message of two conferences I attended in April.

At Charlottesville, the University of Virginia hosted the annual Southeastern Women's Studies Association meeting. The theme was "By and About Southern Women." Panels, papers, and workshops concentrated on new research and new courses about women's experience both past and present.

Catherine Stimpson, Director of the Women's Research Institute at Rutgers and founding editor of *Signs*, described the evolution of Women's Studies as a discipline. Stimpson compared the fourteen courses offered in 1971 with 350-plus programs in Women's Studies in the United States today. At present, students can earn bachelor's, master's, and doctor's degrees in Women's Studies at leading universities. Stimpson stated that continuing resistance to Women's Studies has been overwhelmed by the quality and quantity of research on women that supports these academic programs.

Another highlight of the SEWSA Conference was Patricia Bell Scott's analysis of the emergence of Black Women's Studies - a sub-field that contributes to further understanding of differences as well as similarities in black and white women's experiences.

Elizabeth Minnich, Professor of Philosophy at Union Graduate School led two round table discussions on practical and philosophical aspects of building a Women's Studies program for undergraduate students.

The second conference was sponsored by the Women's Research and Education Institute (WREI) of the Congressional Caucus for Women's Issues, in cooperation with the National Council for Research on Women. Held in Washington, the theme was "Women's Lives: New Facts, Old Fictions."

The WREI conference brought together scholars, teachers, and policy-makers. Lindy Boggs, a founder of the Congressional Women's Caucus in 1977, explained that the name had changed to the Congressional Caucus for Women's Issues in 1980, with membership now open to men as well as women. Olympia Snow, Republican Representative from Maine and co-chair of the Caucus, listed the present goals as passage of the ERA and the Women's Economic Equity Act.

Both keynote speaker, Terrence Smith (a New York Times editor) and Kathleen Frankovic (Director of Surveys of CBS News) who gave the luncheon address, focussed on the "gender gap." Smith and Frankovic referred to statistics gathered in an April poll which show that sex differences are widening on political questions. While 48% of male re-

spondents approve of the job Reagan is doing, only 38% of female respondents do. Twenty-eight percent of women approve of Reagan's foreign policy, compared to 41% of men. Almost half the women fear that Reagan will get us into war; 30% of men do. This trend, Frankovic stated, is likely to give women real political power in the 1984 election.

A panel on women and the family, chaired by Dorothy Height, President of the National Council of Negro Women, emphasized the dramatic changes American families have experienced in the past 15 years. Mary Corcoran of the University of Michigan Institute for Social Research reported that the Institute's longitudinal study begun in 1968 confirms an increase in female-headed households and widening earnings gap between male and female-headed households. The findings from this continuing research suggests that women and children will constitute the vast majority of poor persons by the end of this century. "Feminization of poverty," a pattern already recognized by economists, is on the rise.

Arlie Hochschild, sociologist from the University of California at Berkeley, described sex differences in dual-career families. Women work a "second shift" after they come home from work, Hochschild said. Men's participation in housework and child care is still limited. Hochschild's most startling finding is that men use their increased leisure time for recreation rather than family-related activities, even when their wives work full time outside the home. Hochschild concludes from her work that the double standard and the "second shift" reflects continuing inequality between the sexes in both work and home.

A panel on opportunities and challenges in research and technology described the systems already in place at many women's research institutes and the potential of computerized approaches for the future. At Radcliffe College, the Henry A. Murray Research Center provides storage and retrieval of data as well as sophisticated computer analysis. One Murray Research Center scholar uses the computer to analyze interactions of pairs of individuals in a cross-cultural study of socialization.

The WREI conference demonstrated the practical need for research on women and gender. The work conducted in centers around the country, which WREI coordinates for policy-makers, facilitates political decisions that extend the rights and opportunities for women. But legislators are asking for more information, more scholarship, more analysis than is presently available.

### "GENDER DISCOUNT" FACED BY WOMEN GRADS

Women baccalaureate holders from Boston University's School of Public Communication who earned their degrees in May 1980 and found work within six months earned average starting salary of \$11,954. The male counterparts began their jobs at \$13,295. For women earning master's degrees from the same school, the discrepancy in the wages was even wider: \$15,073 take-home pay, as compared to men's \$18,146. Another way of translating these statistics is that the women earned 82¢ to the male graduate's dollar.

Even more grim were the university statistics across the board: at ALL degree levels and in ALL fields, males in the class of 1980 earned an average starting salary of \$19,600 - \$4000 more than their women colleagues.

Translation: women earned 79¢ to the equally educated male's dollar.

-On Campus With Women, Winter 1983

### DID YOU KNOW . . .

- Office work is the single largest occupation in the country, and its pay is among the lowest.

- Female clerical workers earn an average of just over \$11,000 a year. Male clerical workers earn just over \$17,000 - a 66% difference. (1981 figures)

- Working women earn less today in comparison to men than they did 25 years ago.

- A United Nations study shows that women do two-thirds of the world's work for only one-tenth of the world's pay.

And then the good news: Working women have the numbers . . .

- More than 45,000,000 women are working today.

- Working women have the highest voter participation rates of any segment of the population. In 1980, more than one out of every four voters was a woman who worked, a record number.

- Over a third of all working women who vote are clerical workers.

- from 9 to 5 Newsletter  
National Association of Working Women

The study of women and the study of gender constitute a significant departure from the not-too-distant past when scholars assumed that sex made no difference in a person's experience of the world. Women's Studies not only documents women's lives, but it also underscores the importance of gender for the individual and society. These conferences, like others held around the world, illuminate the new body of knowledge and encourage intellectual exchange among scholars who specialize in the study of women and gender.

## University Staff Council President Details Activities

As my term as president of the University Staff Council comes to a conclusion, I welcome this opportunity to reflect on the activities of the Council this past year, particularly as they relate to women on campus.

I want to begin, however, with a brief explanation of the organization's purposes and structure. It is interesting to note that seventy percent of the University staff are women. That is also the approximate percentage of women on the Council.

Twenty-six representatives and an equal number of alternates comprise the Council. These members are elected by and represent groups of non-union employees from combinations of administrative, support services, and academic departments on campus. The Medical Center has its own staff council.

Both Councils serve a vital function as communication mechanisms between staff and administration (and vice-versa) and between staff and other Vanderbilt-related groups. The Councils are the deliberative bodies for the staff empowered to negotiate with administration regarding University policies and benefits.

The University Staff Council meets the second Tuesday of each month, usually in the Dyer Room of the Engineering Building. These meetings are open to all staff. Occasionally, the meetings are used as a forum for discussion on topics of relevance and interest to staff. Such was the case at the May meeting when child care was the focus. (Please see related article.)

Both Councils have expressed their support for on campus child care in the form of resolutions presented to Chancellor Wyatt last fall. In addition, I was privileged to have the opportunity last fall and this spring to address the University Board of Trust regarding employee concerns. On both occasions, I strongly emphasized the desire of staff to establish child care at Vanderbilt.

Due to concern that child care fees may be out of reach for lower income staff, the Council is exploring the possibility of organizing a fundraising event, such as a flea market, to provide child care scholarships. I hope you'll be hearing more on this in the near future.

Another issue endorsed by the Councils and presented to administration concerns employee sick leave. The Councils have requested that the policy be expanded to allow employees to use paid sick leave to be with immediate family members who are sick or injured. Certainly this policy revision would benefit women, and particularly single parents, who now must use vacation time or unpaid leave in order to attend the health care needs of their children.

*continued next column*

## Women's Center Advisory Board Adopts Membership Guidelines

*The Women's Center Advisory Board adopted the following set of membership guidelines at its last meeting of the spring semester, April 27, 1983.*

### Membership Guidelines for Women's Center Advisory Board

- I. The Board membership will be composed of two types of members: "at-large" members and "liaison" members.
- II. The "at-large" members will be drawn from the 5 permanent constituencies of the university: administration, staff, faculty, undergraduate students, and graduate and professional students.
- III. The Board will have at least 3 "at-large" members from each of the 5 permanent constituencies each year, for a minimum "at-large" nucleus of 15.
- IV. "At-large" members will be asked to serve 2 year terms with the option to serve a second 2 year term. "At-large" members who fail to participate minimally on the Board may be asked by the nominating committee to resign at the end of the first year of their term.
- V. "Liaison" members will be solicited from the various groups and organizations of the university which the Board feels have definite relations to the Women's Center, women's issues, or are official representative bodies of one of the 5 permanent constituencies of the university. At the present time, the following groups will be asked to nominate representatives to serve as "liaison" members of the Board: Women's Studies Committee, Office of University Ministry, Office of Women's Concerns of the Divinity School, Medical Center Staff Advisory Council, University Staff Advisory Council, Career Planning and Placement Services, Alumni Association Committee on Women's Concerns, Panhellenic Council, Mortar Board, Women Law Students Association, American Medical Women's Association, Society of Women Engineers, WEAV, and Executive Committee of Women's Faculty Organization.
- VI. The "liaison" members will be nominated by their groups annually with no restriction on the number of one year terms a person can serve as that group's liaison.
- VII. The nominating committee of the Board will annually evaluate which groups on campus should be asked to send "liaison" members, and will present any suggested additions or deletions from the above list to the entire Board.
- VIII. All "at-large" members and all "liaison" members have full voting privileges.
- IX. The Director of the Women's Center and the Director of the Opportunity Development Center will serve as "ex officio" members of the Board.

The University is undergoing a major review of its benefits policies and health care contracts. The Councils are working closely with administration and the consulting firm, Alexander and Alexander, to assure that the needs and desires of employees are considered, first of all, and to relay information about the review as it progresses. I am optimistic the revised sick leave policy will be included in the possible policy changes scheduled to take effect this fall at the review's conclusion.

One other women's-related Council activity merits comment here. Recently, the Faculty Senate recommended and approved the establishment of a University Committee on the Status of Women and Minorities. The Senate stipulated the nomination of four staff members to this committee—two by the University Staff Council and two by the Medical Center Staff Advisory Council—for appointment by the Chancellor. The University Staff Council solicited the names of potential nominees to this committee from

across the campus and the selection took place at the May meeting. I am pleased to announce our choices: Beverly Mitchell, an attorney in the Office of General Counsel, was nominated for a three-year term on the committee; and Catherine Snow, assistant director for school relations at the Divinity School, received a two-year term nomination. Both women have special experience and abiding concern regarding women and minority issues. They will be reporting to the Council from time to time on the progress and problems encountered by the committee.

In closing, I urge all staff to support the Council by expressing your concerns to me or your representative, or to the incoming Council president (effective July), Sallie Wamsley.

*Dara Vaughn Howe*  
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*Child Care, continued from p. 1*

The University would provide space, heating, electricity, and routine maintenance for an annual subsidy of approximately \$18,000. The Stallworth Building will need minimal renovation and the start-up costs to the University are estimated at \$27,000.

The second part of the program will consist of a network of family day care homes for infants and toddlers. The director of the day care center will train individual providers and supervise the network.

During the discussion period, questions and comments from University Staff Council members focussed on the fee scale. Several persons expressed concern that some employees at Vanderbilt could not afford even the lowest fee proposed.

Ellen Lea closed the discussion by inviting suggestions and comments which can be addressed to her at the Legal Office, Box 506 GPC (ex. 8333), or to Professor Earline Kendall, Box 330 GPC (ex. 8100).

*WEAV, continued from p. 1*

in gifts and pledges." Brandt explained that the purpose of the campaign extends beyond the Langland case. "While WEAV has always been and continues to be resolved to provide support for the resolution of Langland's case, funds are being raised to promote the broad aims of WEAV for improving the status of women at Vanderbilt. For example, our activities have expanded to the point that we're planning to use a portion of the money raised to hire a halftime staff assistant for next year."

Brandt characterized WEAV's fund-raising campaign as "the first step in planned obsolescence. We look forward to the day when WEAV's presence is no longer necessary—when women take a significant role in all aspects of our university."

Campaign plans designate specific goals in the areas of major gifts, staff, faculty, and alumni and friends. Staff fund-raising is being coordinated by Sharon Smith. Faculty fund-raising is being coordinated by Jeanne Plas (who is also the representative for Peabody College), with assistance from Judy Sweeney and Margie Gale in the School of Nursing, Sallie McFague in the Divinity School, and Susan Wiltshire in the College of Arts and Science. Alumni and major gifts fund-raising efforts are being coordinated by Susan Wiltshire and Virginia Abernethy, with assistance from WEAV's Alumni/ae Advisory Board and other Vanderbilt alumni/ae and friends.

*WEAV Working for Vanderbilt*

WEAV members, which include both male and female staff and faculty, are working in areas of special commitment or need. These include policy review, evaluation of individual cases that raise issues of sex discrimination, working with students on issues of women's equity in higher education, and education of the university community and the public at large about women's equity. Persons interested in working in any of these areas should contact

Anne Brandt.

The first in a series of brown-bag WEAV luncheons was held Wednesday, April 27 in the MRL Building for the Peabody community. Deb Dixon, Manager of Employee Relations at Vanderbilt, was the guest speaker. Linda Bird, chair of WEAV's committee on event and education, indicated that such luncheon will be held in various parts of the University during the next several months. Bird explained, "We've chosen noon hours so that staff can participate, and we're hoping to plan programs that are responsive to staff concerns."

*Statistics Promote Action*

WEAV was incorporated with tax-exempt status in 1981 in response to concerns about the status of faculty and staff women at Vanderbilt. During Voegeli's tenure as Dean of the College of Arts and Science, he has promoted only one woman to a fulltime tenured position; at the time of the Langland decision, he had promoted 29 men. Of the more than 200 fulltime tenured faculty in the College, 97% are male, while only seven, or 3%, are women. Although women hold 69% of all staff positions at Vanderbilt, most are in lower-level job classifications. According to information in Vanderbilt's Affirmative Action Plan, in the supervisory, professional, and administrative job categories combined, women hold only 17% of the positions—and this low percentage would be even lower if it were not that Vanderbilt Hospital nurses are in the professional category. At the three level within the administrative category, the percentage of women administrators declines as the level of responsibility increases; women hold 40% of the administrative positions at the entry level, 26% at the second level, and only 12% at the third level.

Contributions to WEAV, which are tax deductible, can be sent to WEAV, P.O. Box 121326, Nashville, TN 37212.

*Jan Rosemergy**Edited by Linda Karvedsky*

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