

# WOMEN'S VU

March 1983

A publication of the Vanderbilt University Women's Center

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## WOMEN'S WEEK



Eleanor Smeal, acclaimed advocate for women's rights and former president of the National Organization for Women (NOW), will deliver the keynote address for the 1983 Women's Week at Vanderbilt University (March 28-April 2). She will speak at Underwood Auditorium on Monday, March 28 at 8:30 p.m.

Smeal will discuss the women's movement as a political movement and the part NOW has played. She will comment on the political strategies used by NOW as well as the organization's future goals and objectives.

Having guided the largest women's rights organization from 1975 to 1982, Ellie Smeal is one of the best qualified speakers to address this subject. As president of NOW, she directed a total restructuring of the organization so that the various state and local chapters were linked closely together, creating a more efficient organization on a grassroots as well as a national level.

Under her leadership, NOW's annual budget and membership levels increased dramatically. Membership went from 35,000 to 220,000, while the budget rose from \$500,000 to \$13,000,000. In 1978, she directed the extensive political campaign which resulted in Congressional passage of a 39-month extension of the ERA ratification deadline.

Each year Vanderbilt University Women's Week Group sponsors a week devoted to topics and activities concerned with women's special interests. The 1983 Women's Week, taking place from March 28 through April 2, will be the seventh time this week of programs will be presented. This year's week will be both similar to and different from the programs presented in the past.

"Diversity and Equality", the central theme for this year's activities, explores the many facets of womanhood and what they mean for individuals and for society. Through program offerings by different organizations, we hope to broaden the understanding of the Vanderbilt and Nashville communities in the areas of women's unique concerns and interests.

For the first time, the Vanderbilt faculty has been given the opportunity to participate in Women's Week by offering lectures during regularly scheduled class times that will

2nd Annual WOMEN'S WEEK RUN

Saturday, March 26, 11:00 a.m.

- 2 miles

Registration fee is \$5.00; forms are at the Women's Center and Sarratt.

-FREE T-SHIRTS

cover material focused on women's contributions in the different academic areas. In this way we hope to broaden the scope of Women's Week to include the academic interests and concerns as they relate to women.

Women's Week activities combine women's interests with special interests and concerns. This year the topics range from sex roles and stereotypes to politics and theology, from sexuality to health care, from exercise to self-protection. This range reflects the variety of interests in the Vanderbilt and Nashville community and provides the opportunity to learn about new aspects of being a woman.

-Julie Berbiglia

Women's Week 1983 Coordinator

## Concert and Auction to Benefit Women's Shelter

Special guest entertainers and a silent auction will be on the agenda Saturday, March 19, in a program benefitting the Shelter/Domestic Violence Program of the YWCA, a United Way Agency.

Bob Holmes and the Jazz Excursion, and singer Dianne Davidson and Band will be featured performers at the second annual benefit for the Women's Emergency Shelter, a place where women and children can go to get away from domestic violence. The benefit will be held at the National Guard Armory on Sidco Drive, beginning at 7:30 p.m.

A sculpture by Nashville artist Mary Ann Fariella, a wall hanging that depicts women breaking away from violence, was commissioned for the benefit. Supporters of the Women's Emergency Shelter are invited to buy "shares" in the sculpture. The sculpture will be on display at the benefit show/auction.

On the auction block will be a number of items and services donated by members of the Nashville community, including over 100 pieces of art (including photographs, paintings and crafts), and such services as contact lenses, wills and name changes. Refreshments, wine, cold beer, soft drinks, hot pretzels and cheese, will be available.

"Our benefit last year brought in over \$9,000," said committee chairman Bill Welch. "Our goal this year is \$12,000, which is about one-tenth of the operating budget for 1983."

Tickets for the benefit are \$10 each. For more information call the Shelter at 320-0787.

-Gloria Ballard

## "LUNCH AND LEARN" WITH THE LEAGUE OF WOMEN VOTERS OF NASHVILLE

Friday, March 18. A discussion of the August 1983 Metro election. The group will examine the qualifications for council candidates and duties and responsibilities of council members.

12 noon to 1 pm in the Blair School of Music Faculty Lounge on the second floor. Open to the public. Bring your lunch, beverage will be provided.

# ANNOUNCEMENTS

## Workshop on Women & Work

Being simultaneously effective, respected and feminine has presented a dilemma for many women who have entered the world of work, particularly into male-dominated fields. Such conflicts can impair the performance of and create discomforting anxiety levels in women competent and well-qualified in their field.

Come learn the pitfalls of this potential dilemma and suggestions for coping with the common role conflicts and communication problems which may arise between men and women in the professional world.

MONDAY, March 21, 6-9:00 p.m. in Room 205 Sarratt. There will be a \$5.00 fee. Applications will be available at the Women's Center and on the Sarratt Desk.



### WOMEN'S WEEK 1983 T-SHIRTS

\$5.00

on sale March 28-April 2

at the Women's Center and  
on Rand Terrace.

## WHET

Women in Higher Education in Tennessee (WHET) plans to hold its spring conference on April 9, 1983, at the downtown campus of Tennessee State University in Nashville. Sheila Tobias and Mary Frances Lyle have been invited as guest speakers. The program will be confirmed by March 1, 1983, and registration information will be distributed soon thereafter. If you would like to be included on our mailing list, please call Pat Pierce or Joyce Matthews at 322-4705.



A Census Bureau study found that the U.S. voting age population is 52 percent female, 16 percent over age 65, and 11 percent black. -from *Civil Rights Update*, November 1982

WOMANKIND HEALTH CENTER will present a discussion about women and their health needs Thursday, March 31, 5-7 p.m., 204 Sarratt. A nurse-practitioner, mental health counselor, and a lay person will describe the unique health services offered by a women's health center in the 80's.

WOMANKIND HEALTH CENTER offers in addition to physical health services the following discussion groups and workshops: March 16: **The Use of Biofeedback in Stress Management**, led by Donna Larsen. March 23: **Remembering, Recording and Interpreting Our Dreams for Self-Awareness**, led by Eva Russell. March 30: The editor of *Nashville Woman* will discuss this upcoming magazine and women, by Patty Stewart. April 6: **Tuning in to Our Life Cycles Using Astrology, Especially the Moon**, led by Diane La Penna.

April 13: **Physical, Mental & Spiritual Benefits of Hatha Yoga**, led by June La-Salvia (wear loose, comfortable clothing). These discussion groups take place at the Womankind Health Center, 1727 Church St., Wednesday nights, 8:00-10:00 p.m. and have a \$2.00 fee per session.

WOMANKIND HEALTH CENTER also will sponsor a 4-week workshop on Monday nights in April. **Increasing Interpersonal Effectiveness** involves basic skills in problem-solving values clarification, assertiveness, and positive self-programming. The workshop will be conducted by Sharon Byers at the Womankind Health Center, 1727 Church Street, 7:30-9:30 p.m., April 4 through 25. The cost is \$50.00.

### YWCA TO SPONSOR EMPLOYMENT FAIR ON APRIL 15, 1983

The YWCA is sponsoring an Employment Information Fair "Journey to Employment". The Fair will be Friday, April 15, 1983 at Tennessee State University-Downtown. The one-day fair will include workshops on developing job search skills, application completion and vocational assessment. There will be an opportunity for participants to talk with counselors on an individual or group basis. Booths with employers and training institutions will also be there to discuss occupational information and expected employment needs.

The Employment Information Fair will be from 8:30 a.m. until 4:30 p.m. There will be no charge, but preregistration will be necessary due to the limited space available for participants. For registration and more information please call Rowe Degan, at 385-3952, at the Y.W.C.A.

## Nashville NOW is INVOLVED in the Community

The Nashville Chapter of the National Organization for Women (NOW) is actively involved in several important areas in the community. We have a newly registered lobbyist, Kathleen Womack, and are lobbying for the passage of the Family Law Act, a bill written by Nashville attorney Mary Frances Lyle, which, if passed, will provide for more equitable financial treatment for women in the case of a divorce. The bill, which calls for recognition of the contributions of a homemaker to the financial strength of a marriage, is a state bill, to be distinguished from Senator Hatch's infamous federal bill, which seeks to weaken the power of any family that is not a traditional nuclear family, with each spouse playing traditional male/female roles. Ms. Lyle's bill also requires the Court to consider the standard of living of the couple prior to the divorce, the quality of education available to the children, and the feasibility of full-time work for a spouse with custody of young children. These are only a few of the points covered; if you would like to see a copy of the bill, contact Kathleen Womack 385-0530 or Heather Morcroft-Maginnis 799-9468.

NOW's Task Force on Domestic Violence, chaired by Beth Gwinn, is in the final stages of designing a program to educate the public about the plight of battered women. We have been invited to present this program to the Metro Police Department, and if all goes well, we would like to present the program to other interested groups. For more information contact Beth Gwinn, 385-4460; Heather Morcroft-Maginnis 799-9468; or Lisa Rasch, 292-4847.

We have formed a Political Action Committee, to collect and distribute funds to candidates who support legislation favorable to women. We can sponsor or endorse candidates on a local or state level. Anyone interested in working with NOW PAC call Carla Hall, 385-4433 or Kathleen Womack, 385-0530.

During the month of February, in recognition of Black History month, we have begun a direct mail campaign to recruit Black Feminists and other interested women.

If anyone would like to find out more about us, and what the Nashville Chapter plans to do in the future, please come to one of our meetings, which are held at Belmont United Methodist Church at the corner of Hillsboro Rd. and Acklen Ave. in Hillsboro Village, the third Monday of every month at 8 PM. For more information, contact Carla Hall, president; Kathleen Womack, vice-president; or Heather Morcroft-Maginnis, secretary.

-Heather Morcroft-Maginnis  
Secretary, Nashville NOW

# WEAV Reports on Langland

On February 10, Professor Elizabeth Langland filed suit in federal court charging Vanderbilt University with sex discrimination.

The federal lawsuit charges that "The denial of tenure to Professor Langland is a manifestation of a pattern, practice, and general policy of sex discrimination which pervades Vanderbilt University and the College of Arts and Sciences" and asks that Langland be reinstated as an associate professor of English with tenure.

The lawsuit, filed by Langland's attorneys George Barrett and Linda Ross Butts, also asks that Langland be awarded an unspecified amount of damages and that Vanderbilt be denied federal funds in all programs or activities where the University is failing to comply with federal laws prohibiting sex discrimination.

Langland's charges stem from the Dean of the College of Arts and Science Jacques Voegeli's June 13, 1981 denial of the English Department's recommendation that she be promoted to associate professor with tenure. Voegeli's decision came as a surprise because the English Department has a reputation of careful screening. The Department has recommended only 50% of assistant professors for promotion, compared to 65% for the College of Arts and Science as a whole.

Langland would have been the first woman ever to be tenured in the Vanderbilt English Department, even though women number over 35 percent of the pool of university English faculty in the nation at large. Critics have seen Voegeli's action as a continuation of a pattern of discrimination against women. With the Langland decision, Voegeli had promoted only one of four women recommended by their respective departments (a 25 percent success rate) compared to 29 of 37 men (a 78 percent rate). Only seven of the more than 200 tenured full-time faculty in the College are women, roughly 3 percent of the total.

## Lawsuit

The lawsuit charges that "Dean Voegeli's rejection of the Departmental recommendation for tenure in Professor Langland's case is irreconcilably inconsistent with his approval of recommendations for tenure of other, less or equally qualified, male tenure candidates for promotion to associate professor in the College of Arts and Science." It also charges that "New, more stringent standards and criteria for tenure were applied in Professor Langland's case than in cases of other, male candidates for tenure."

While at Vanderbilt, Langland chaired the Women's Studies Committee for 3 years at the request of Dean Voegeli. She contends that her scholarly work in women's studies and related literary criticism was nevertheless discounted in the tenure review process. It

may be germane that on October 4, 1982, the United States Supreme Court denied *cert.* in the appeal of the Ninth Circuit Court of Appeals decision in *Lynn v. Regents* (September 21, 1981). This can be interpreted as support for the Appeals Court decision that a *prima facie* case for sex discrimination had been demonstrated because "A disdain for women's issues, and a diminished opinion of those who concentrate on those issues, is evidence of a discriminatory attitude toward women."

For promotion to tenured rank, the College requires "distinction in either teaching or research" and "competence" in both these areas, as well as academic service. Since Langland's reputation for excellence in teaching was widely known throughout the University, the key question would seem to be whether her scholarly research met the criteria of competence. Langland's file was forwarded to the Dean on March 13, 1982 with the English Department's positive recommendation for tenure.

## Women's Studies

Langland's scholarly productivity must also be viewed in the context of her teaching and service. As chair of the Women's Studies Committee, she was responsible for administrative matters but lacked the administrative support that accompanies full-fledged academic programs. Langland had been concerned about the time-consuming nature of chairing Women's Studies and proposed to Dean Voegeli in April 1978 that the position be shared with two other professors. Without responding to that suggestion, Voegeli appointed Langland chair in the summer of 1978, preceding her fourth contract year, and reappointed her in her fifth and sixth years. Langland accepted, taking these appointments as a sign that her progress toward tenure was satisfactory and that her service was valued by the College.

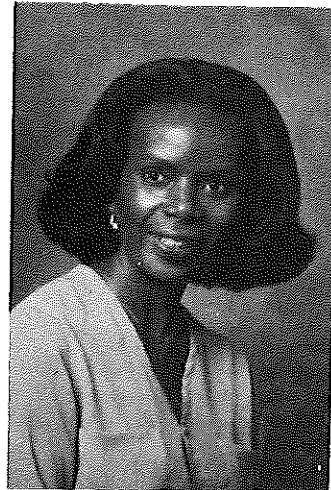
Along with this administrative responsibility, her teaching load increased each year as her excellence as a teacher became known among students. While her course load remained constant at three per semester, enrollment increased, tripling (to over 100) in one course and doubling (to 80) in another. Unlike the directors of Graduate Studies, Undergraduate Studies, and Freshman English in her department, Langland's course load was not reduced by a third to compensate for her administrative duties as chair of the Women's Studies Committee.

Langland's situation appears to be typical of the circumstances faced by women and minority faculty who, precisely because of their small numbers, are faced with unusual demands for university service.

A major concern has been raised about the counseling that Langland received during the

## Feminist Theologian Gives Antoinette Brown Lecture

The Office of Women's Concerns is pleased to announce that Yvonne V. Delk will deliver the annual Antoinette Brown lecture at 7:00 p.m. on March 28, 1983, in Benton Chapel. An informal reception will be held at the Divinity School at 6:30 p.m. She will address the topic of the relationship between black and feminist theology.



Dr. Delk is Executive Director of the Office for Church in Society of the United Church of Christ. As an ordained minister of the United Church of Christ, she has served in a number of ministerial and denominational capacities; has been a member of the faculty of Andover Newton Theological School, Harvard Divinity School, and the Black Church Institute of the Black Theological Coalition of Boston Theological Institute; and is active on numerous boards and associations.

-Dolly Swisher, Tara Seeley  
Coordinators  
Office of Women's Concerns

## Nashville Women Sing for Choice

The second annual concert to benefit Tennesseans Keeping Abortion Legal and Safe (TKALS) will take place on Thursday night, March 24, 1983, at the Cannery. The concert will feature Nashville women singers/songwriters. Tickets are available at Cat's Records West End, Sunshine Grocery, and at the Women's Center. Cost is \$6.00 in advance and \$8.00 at the door.

TKALS is the state affiliate of the National Abortion Rights Action League (NARAL) nationally the largest pro-choice lobbying organization.

six-year period of her initial contracts. The matter is important not only to her case but because dearth of adequate counseling may suggest a widespread problem facing junior faculty.

As one of the terms of Vanderbilt's 1980 Conciliation Agreement with the Department of Labor on affirmative action, the University has an explicit legal obligation to counsel women and minorities adequately about their progress toward tenure. Generally, the Dean delegates this responsibility to department chairs. However, in cases in which the department may have a different interpretation than the Dean of the criteria for promotion or how a candidate stands in relationship to them, as was true in Langland's case, then it is possible that a chair's counsel will not reflect the concerns and reservations that a Dean might later raise. Langland's suit charges that she "was never advised that her progress toward tenure was inadequate, and was never advised directly on this matter by the Dean."

Langland's decision not to file a complaint with the Faculty Senate Committee, the avenue available through faculty grievance procedures, was based on advice not only from her lawyers but also from University colleagues and friends who lacked confidence in the internal grievance procedures as adequate to the dimensions of this case. (A critical analysis of the University's grievance procedure has since been made available to the Faculty Senate through the offices of WEAV.) Nonetheless, the University was asked by Langland's attorneys to reassess its decision, prompting President Fields to ask Provost Holladay to review Voegeli's decision on the Langland file in light of the files of others promoted with tenure. While the decision was upheld in this review, Fields

acknowledged in a report to Chancellor Heard that, to a degree that was unusual, Langland's scholarly work consisted of writing still pending publication. Fields recommended a one-year extension during which a re-evaluation of her teaching, service, and scholarship would occur. Langland rejected the offer because it violated American Association of University Professors guidelines for the tenure review process, because her department had already made its judgment and recommendation, and because she did not wish to participate in the mythology that women need or get a "second chance" for tenure.

The University discontinued negotiations when it became clear that Langland would file with the EEOC before a December 7 deadline in order to protect her recourse to legal remedies. The University informed Langland's counsel that it interpreted her intent to file as evidence that the only possible resolution in her view was through the legal process. Langland insisted that this was not so: "Filing with EEOC is merely an administrative grievance, not a legal procedure. It does not initiate a lawsuit or make one inevitable. The complaint can be withdrawn at any time. It does not interfere with my full cooperation in the University's proposed review."

Through Langland's initiative, negotiations were re-opened during the winter of 1982. However, it eventually became clear that the administration was both reverting to its original unacceptable offer for a full re-evaluation and was imposing conditions that would have irretrievably damaged the objectivity of the review.

Early in this train of events, concerned faculty and staff organized WEAV. This

incorporated, tax-exempt organization has pledged support of the Langland case, although its objectives extend beyond this case to all areas of equity for faculty and staff women at Vanderbilt. WEAV's supporters are from all sectors of the University and the Nashville community, as well as from diverse points around the country. Its Advisory Board is composed of twelve Vanderbilt alumni/ae, another indication of broad concern about the perceived discriminatory climate at Vanderbilt.

Members and friends of the University who are troubled by Vanderbilt's record on equitable treatment of women and minorities are looking to the leadership of Joe B. Wyatt. Wyatt was installed as the Sixth Chancellor of Vanderbilt on February 24, two weeks after filing of the Langland suit. One of the challenges he faces is establishing a climate of confidence among all constituencies of the university community. Wyatt's success will be measured, in part, by the skills shown in resolving the strains in the present situation.

In addition to support of the Langland case, WEAV is reviewing university policies and procedures affecting both staff and faculty and is sponsoring educational efforts directed at promoting equitable treatment of women. WEAV is co-chaired by Anne Brandt and Peter Paris, a staff and faculty member respectively, and the Steering Committee is made up of 25 staff and faculty members, both men and women, representing most colleges and schools within Vanderbilt.

More information is available in the Women's Center Library; or write to Jan Rosemergy, WEAV, P.O. Box 121336, Nashville, Tennessee 37212, or call 615-292-0652 (after 5 p.m.).

-Jan Rosemergy

*Edited by Linda Karvedsky*

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