

WOMEN'S VU

January 1984

A publication of Vanderbilt University Women's Center

VI:4

WOMEN'S CENTER SPRING PROGRAMS

WORKSHOP ON DRESS AND GROOMING

Barbara Sadler of *Color Magic* will teach a course for the Women's Center on Dress and Grooming for the Professional Woman. The class is scheduled for February 9, from 6:00-10:00 p.m. at the Women's Center. There will be \$45.00 fee. Class enrollment is limited to 10 persons; other classes will be scheduled if there is sufficient demand for them.

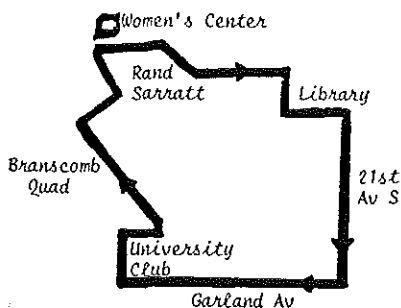
The class will provide an analysis of each participant's skin tone, eye and hair color to determine an individual's best colors and a figure analysis to determine an individual's best styles of clothing. Barbara Sadler will provide each individual with style and color suggestions to enhance their professional appearance.

Each participant will receive a packet of their best color swatches to carry while shopping and many personalized charts and sketches to help in the selection of new clothing and accessories.

Find out how your individual style and colors can be coordinated into a "total look" and a more self-confident you!

"Walkin' Wo/Men"

Women and men are invited for a fast mile walk around campus (see route below) every Tuesday, Wednesday, and Thursday, at 11:30 a.m.



One Mile Route past familiar landmarks for Walkin' Wo/Men

WHAT'S NEW IN TAXES

"What's new in taxes?" is a two-part program that will be offered by the Women's Center on Wednesday January 25 and Thursday January 26, from 7:00 to 8:30 p.m. at the Women's Center. A fee of \$5.00 will be charged for attending. The program is open to the entire Vanderbilt community. The instructor, Sandra Lewis, C.P.A., owns her own financial consulting business. She has taught money management/financial planning classes for the Women's Center for two years.

Part I: NEW LAWS

Part II: PENDING LEGISLATION that could affect 1983 and 1984 returns

Part III: OTHER NIFTY THINGS

For further information and to preregister, call the Women's Center, 322-4843.

WOMEN AND WORK: A WORKSHOP Overcoming Barriers for the Professional Woman

Linda Stere, MSSW, Clinical Specialist in Women's Development Issues will lead this one evening program on

Monday, January 30 from 6:00 - 9:00 p.m. at the Women's Center

The Fee is \$10.00. Preregistration is required. Call the Women's Center, 322-4843.

Success in any field of work requires learning the "rules of the game" which govern the social and interpersonal aspects of each work setting. Competence in one's field must be complemented by the knowledge of how to communicate, deal with power issues, and resolve conflicts with co-workers. Women face special difficulties particularly as they enter male-dominated professions.

Presentations, brief exercises and discussions will be utilized to address esteem, power, and conflict issues for women at work.

PROGRAM

- * a presentation of the common dilemmas which women confront in the world of work
- * an opportunity for self-evaluation of particular problem areas
- * creating strategies to decrease role conflict and increase effectiveness as a woman/professional
- * examining how assertion skills can fail for women, especially in male-dominated fields
- * developing positive work habits to increase self-confidence
- * conceptualizing the formal and informal power structures in any work setting
- * dealing with the dilemma of "feelings" at work

FOCUS ON WOMEN AT VANDERBILT

In this issue of *Women's VU* we focus on the accomplishments of women in some "nontraditional" fields at Vanderbilt - management, engineering, and divinity.

Management

Lynda Phillips-Madson was recently promoted to Assistant Dean and assistant professor of management at Owen Graduate School of Management. She is the first and only women dean at OGSM. She received her B.A. from Berea College (1963), a Master of Fine Arts from Ohio University (1965) and her Ph.D. from Ohio University (1974).

In the spring of 1983 Phillips-Madson received an award for Outstanding Public and Promotion, as Director of the Executive MBA program at OGSM, from the Graduate Admissions Council. She has published in the areas of women and management and conflict resolution in the court systems.

Marci Seligman Roberts was recently named Assistant to the Dean of OGSM. Her responsibilities include Alumni Affairs and Owen School publications. She graduated from OGSM in 1983, and as a student, was a member of the first place team in the General Motors Intercollegiate Marketing Competition. She was one of two students chosen to make a formal presentation to the management of GM in Detroit. Roberts received her B.A. from Vanderbilt in 1982 and was the only woman in the accelerated Five Year Joint Degree program with OGSM.

In April of last year Ann Seror, assistant professor of management at OGSM, attended the 2nd Japan-United States Business conference in Tokyo, where she was the only woman appointed to serve on the program committee for the conference and was selected to chair a section on organization and control. The paper she presented was titled "A Comparative Analysis of Managerial Strategies for Control: The Comparison Between Japan and the United States." Seror's A.B. was from Mount Holyoke (1969), her M.B.A. from Institut Pour L' Etude des Methodes de Direction de L'Enterprise, Switzerland (1975) and her Ph.D. was from Purdue University (1980).

Engineering

Carol Rubln, an associate professor of mechanical engineering in the Department of Mechanical and Materials Engineering, received tenure from Vanderbilt in the spring of 1982. She received her B.S. from Columbia

University (1966) and her M.S. and Ph.D. from Kansas State (1969, 1971). A registered professional engineer, Rubln is involved with two grants. She is a co-investigator with Dr. George Hahn on a National Science Foundation entitled "Analysis of Rolling Contact Fracture and Rimlife." She is also working on a grant from the Office of Naval Reserve titled "Finite Element Analysis".

In the spring of 1982 Charlotte Fischer added two more professorships to her already long list. Having been given tenure and named a professor of computer science, and a professor of mathematics in spring 1980, she doubled her titles with the addition of professor of chemistry and professor of physics. Fischer's B.A. and M.A. are from British Columbia (1952, 1954) and her Ph.D. is from Cambridge (1957).

Julie Ervin Sharp has been hired as a lecturer in chemical engineering communications (B.A. Belhaven, 1968; M.A.T., M.A., Ph.D. candidate Vanderbilt 1969, 1970).

Divinity

Mary Ann Tolbert (B.A. Wake Forest, 1969; M.A. University of Virginia, 1971; A.M., Ph.D. University of Chicago 1974, 1977) was promoted from a visiting assistant professor in the Divinity School to an association professor of New Testament with tenure effective September 1983. Tolbert has already published one book entitled *Perspectives on the Parables* (Fortress Press, 1979) and is now writing from a literary approach about the Gospel of Mark.

Nancy Carol Miller has joined the faculty of the Divinity School as a lecturer in church and ministries. Her B.A. was from Lambuth in 1978, and she received the joint M. Div. and J.D. degrees from Vanderbilt in 1983.

The Women's Center welcomes new friends and congratulates our old friends on their accomplishments.

-Annie Wills

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Two former faculty women have published new books according to the December 8th issue of the *New York Review of Books*. The University Press of New England announced *The Voyage In: Fictions of Female Development*, co-edited by Elizabeth Langland, former assistant professor in the English Department. Stanford University Press has published *The Amazon Rubber Boom, 1850-1920*, by Barbara Weinstein, former assistant professor in the History Department.

TV Special Documents History of Women in Methodism

She was born the first free child of parents who had been slaves. Upon noticing that she was born with her eyes open wide, delivering midwife pronounced: "She will be different. She will see in ways most folks don't see." The prophetic statement was made about Mary McLeod Bethune who was to become the most influential black woman in American history. Advisor to presidents, founder of a hospital and college, and civil rights legend in her own time, she is just one of the multitudes of women in history with "vision."

In the past some of the most audacious women have been found in the church because that was one structure within which they could work for justice and equality. That doesn't mean they didn't have to struggle; struggle they did. Who were these women and what did they contribute towards liberation?

Because Methodism is celebrating 200 years in America in 1984, NBC television will present A LOST HISTORY. On March 18, the hour-long television special will document the lives of some extraordinary women. The program will be aired from 1:00 to 2:00 p.m., EST.

-Kay Cottrell
Director of Marketing
United Methodist Communicatio

NEW IN THE LIBRARY . . .

Outrageous Acts and Everyday Rebellions by Gloria Steinem. Gloria Steinem's first book is a collection of pieces that range from 1962 when Steinem became a Playboy bunny to investigate what really went on behind the scenes at the Playboy Club to a 1983 tribute to her mother that was written especially for this book.

The Handbook of Nonsexist Writing by Casey Miller and Kate Swift. This handbook provides practical suggestions for the growing number of people who are committed to equality as well as clarity in their use of language. Through the use of examples the authors provide insight into the ways people use and are used by the English language. This thorough source cites studies and uses quotations, history, etymology and common sense to argue convincingly against language purists who are opposed to change.

Helicon Nine, The Journal of Women's Arts and Letters is published triannually. The winter 1983 issue includes articles about Christine de Pisan, Edith Wharton, music, Italian convents as well as poetry and an interview with Mary Frank. Each contributor is profiled at the end of the journal.

WEAV Report on Personnel Policies

A report on Vanderbilt University policies and procedures affecting the hiring and promotion of employees has been prepared by the WEAV Committee on University Policy Review. Nine major recommendations have been developed that are designed to promote equity, enhance career development, and to increase the effectiveness and efficiency of Personnel Services. The year-and-a-half long study was motivated by the feelings of frustration expressed by many women staff members, who often find advancement limited and difficult.

Recommendations include establishing a policy to give qualified current employees priority over external applicants, automating the transfer application process, recruiting women and minorities (not just externally but from an internal talent pool as well) with emphasis on higher-level administrative positions, developing accountability mechanisms to ensure compliance with personnel policies/procedures, and initiating creative career development programs aimed at improving access of women and minorities to higher-level administrative positions. While motivated primarily by a concern for women at Vanderbilt, WEAV members believe that the recommendations will benefit all staff members, while at the same time promoting excellence at Vanderbilt.

The WEAV report has been submitted to Chancellor Wyatt, Vice-Chancellor Carr, Director of Personnel Services Tom Duane, as well as to the staff councils, the Faculty Senate, and the Alumni Association's Committee on Women's Concerns. Copies of the report are available in the Women's Center or can be requested by writing WEAV, P.O. Box 121326, Nashville 37212.

-Jan Rosemergy

WOMEN'S WEEK

March 25-31, 1984

Opportunities and Advances is the theme of WOMEN'S WEEK 1984, which begins on Sunday, March 25 with a keynote address by Professor Ingeborg K. Mauksch. Professor Mauksch is on the faculty of the University of South Florida. She was the Valere Potter Distinguished Professor of Nursing at Vanderbilt from 1976 to 1982.

Allison Fine is heading the coordinating team for Women's Week. If you want to offer a program as part of the week of events, call or write to Allison at the Women's Center, Box 1513, Station B.

WOMEN'S CENTER SPRING PROGRAMS

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PRE-PROFESSIONAL PANELS

The Women's Center will sponsor three pre-professional panel discussions in February. These discussions will be directed to women who are interested in a graduate program in medicine, law, or management. Panels of graduate students enrolled in these programs at Vanderbilt will discuss their respective programs and entertain questions about the programs in general and the particulars of being a woman in these traditionally male fields. The schedule is as follows:

February 8, 4:30-6:00 Pre-Law Panel;

February 15, 4:30-6:00 Pre-Med Panel;

February 22, 4:30-6:00 Pre-Management Panel

The panels will be held at the Women's Center, E-2 West Side Row. For more information call 322-4843.

ADVANCED FINANCIAL PLANNING

A new course *Advanced Financial Planning* will be offered Tuesday evenings throughout the month of February at the Women's Center. Katrin Bean of Investors Diversified Services, Inc., will lead the participants through four sessions toward gaining enough knowledge to develop a sound personal financial plan.

Each session will be divided between general discussion of the basics of financial planning and investing and individual work by the participants. Individual privacy will be protected by scheduling time alone with the instructor as needed.

Participants will have the opportunity to

- establish realistic financial goals,
- analyze monthly cash flow, assets and liabilities, and employee benefits, i.e. TIAA/CREF, disability and life insurance, social security.

Discussion will also focus on the small investor, tax savings, and SRA's and IRA's.

Classes will meet on February 7, 14, 21, 28, from 7:00-9:00 p.m. at the Women's Center, E-2 West Side Row. For further information and to register call the Women's Center, 322-4843.

The next issue of Women's VU will be distributed March 16, 1984

Deadline for copy is February 17, 1984.

MONEY MANAGEMENT FOR STUDENTS

A two-part workshop, on "Money Management and Financial Planning for Students" will be taught by Sandra Lewis, C.P.A. and investment counselor. The sessions will meet at the Women's Center on Wednesday, February 1, and Thursday, February 2, from 6:30 to 8:00 p.m. All students are welcome to enroll. A \$5.00 fee must accompany registration forms, which are available at the Women's Center and the Sarratt Desk.

The following topics will be addressed:

- Where to keep records and what records to keep
- How to figure your net worth
- Budgeting
- Insurance
- Where to borrow money
- Buying a car
- Buying a home
- How to shop for high yields as interest rates decline
- Tax savings ideals
- Stocks
- Rental property

For further information, call the Women's Center, 322-4843.

ROUNDTABLE SEMINARS

The Women's Center will sponsor Round Table Seminars this spring on Wednesdays beginning February 8. These informal gatherings feature a presentation by faculty members and/or graduate students about their research concerning gender issues, followed by a question and answer/discussion period. The seminars begin at noon at the Women's Center and continue until one o'clock. Everyone is invited to attend and to bring a brown bag lunch if they desire. The schedule is as follows:

February 8, Economics-Richard Burkhauser;

February 15, Nursing-Lois Wagner;

February 22, Sociology-Debra Carter, Kathleen Kitzmiller, Pete Wood, Diane Pejza;

February 29, History-Margo Todd & Michelle Ivey.

For more information and specific topics call the Women's Center - 322-4843.

HEALTH CARE SYMPOSIUM IS SPONSORED BY VANDERBILT MEDICAL CENTER

"Allocation of Scarce Health Care Resources", a symposium directed by Virginia Abernethy, Professor in the Department of Psychiatry, and sponsored by the Vanderbilt University Medical Center, is scheduled for February 23 and 24. Most meetings will take place in Room 108 Light Hall.

With the exception of lunch and dinner for which there is a fee, the University community may attend the symposium without charge.

Programs will be available from the Medical School Department of Continuing Education, 322-4030. Other information may be obtained from Virginia Abernethy, 322-6608.

LEAGUE STRIVES TO EDUCATE PUBLIC ON HEALTH CARE CHOICES

If you have ever returned from the physician's office with more questions than answers, a new brochure provided as a public service by the League of Women Voters of Nashville may be just what you need. Called "How to Talk to Your Doctor," this publication is part of the League's concern with helping consumers better understand their role in the health care system, and to make wise choices in this system. The brochure, an outgrowth of a forum on shopping wisely for health care held by the League last January, outlines specific procedures to follow before, during, and after a visit with a physician.

For a free copy of the brochure and for further information on the February forum, call the League office at 297-7134.

TKALS

Tennesseans Keeping Abortion Legal and Safe (TKALS) has two announcements for the new year. The Third Annual Benefit Concert, "Nashville Women Sing for Choice" is planned for Feb. 29. Featuring some of the music industry's finest, it will be a bigger and better production than ever before. An event not to miss, the line-up promises to be spectacular. To help with advertising, ticket sales, or the concert, call 297-8540.

Also, TKALS now has a new statewide organizer. National grants and increased fundraising have provided initial funds for this position. Steve Byers will help expand TKALS' scope, including work with the pro-choice college community. Since the college campus has been the traditional stronghold of political causes, we need your help to keep abortion a legal and safe option.

As we celebrate the 11th Anniversary of Legal Abortion on January 22, remember that the so-called "Right to Life" people are well-funded and well-organized in *their fight to end* legal abortion. They have succeeded in virtually eliminating Medicaid funding for abortions for poor women. They are also working to cut birth control funding for clinics.

That is why we need volunteer time, talent, interest in grass-roots organizing and more than ever—your support. Please *call our new number*, 297-8540 or write to us, P.O. Box 120871, Nashville, 37212. We need your help now! The battle for reproductive rights continues!

VANDERBILT PROFESSIONAL WOMEN

January 26, 1984	Katrin Bean, Investors Diversified Services, Inc.
February 23, 1984	Nancy Hendrix, Assistant to the Chancellor
March 29, 1984	Diane Neighbors, Director of Vanderbilt Child Care Center
April 26, 1984	Fran Adkins, Chair of the Board of Health Care Partners and Administrator/Director of Nurses for Health Care at Home, Inc., Tennessee and Health Care at Home, Inc., Colorado

Any woman who is employed at Vanderbilt is welcome to attend. Announcements will appear in *Women's VU* and in the *Vanderbilt Register*.

The breakfast line forms at 7:30 a.m. in Rand Hall. Go through the cafeteria line and bring your breakfast tray to the Faculty Dining Room where coffee is provided by the Women's Center.

Programs and speakers start promptly at 8:00 a.m. and finish by 9:00 a.m. Those who need to leave earlier may do so easily.

Edited by Linda Karwedsky

TO RECEIVE YOUR OWN LABELED COPY OF WOMEN'S VU return the form below or call the Women's Center, 322-4843, to place your name on the mailing list.

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

Name _____

Department _____

Address _____

Student (please give school and class) _____

Staff _____ Faculty _____



Vanderbilt Women's Center
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