

Shifts in careers for women at Vanderbilt

New career survey of Vanderbilt alumnae/i shows mixed results

By Joanne Beckham and Melanie Ford
Office of Alumni and Development

Vanderbilt women have made tremendous progress in employment opportunities during the past thirty years—or have they?

According to a recent survey, the answer to this question could be yes, no or maybe. The survey of 82,000 graduates and former students, conducted by the Office of Alumni and Development, drew response from almost 20,000 of the 36,000 women polled and 24,000 of the 46,000 men.

Battle of the sexes

While the proportion of alumni exceeds that of alumnae by 56 to 44 percent, wide variations are found among the university's schools.

The Nursing School claims the largest percentage of alumnae (98 percent), followed by Blair (68 percent), and Peabody (65 percent).

In the College of Arts and Science, 43 percent of all graduates are female and 57 percent are male.

The rest, in descending order, are the Graduate School, Owen, Law, Divinity, Medicine and Engineering.

Changing times

Most of the university's schools have greatly increased their female enrollment during the past thirty years. In the early sixties, only 1 percent of students graduating from the Divinity or Law Schools were female, compared with 43 percent and 34 percent respectively in the classes of 1989 through 1993.

During the same years, Medical School alumnae increased from 5 percent to 28 percent; Engineering, 2 per-

cent to 24 percent; and the Graduate School, 28 percent to 39 percent.

Among the Owen School's earliest graduates (1971-75), 17 percent are women, compared with 27 percent in the nineties.

Peabody College undergraduate alumnae increased from 73 percent to 80. Among those earning graduate degrees at Peabody, the proportion rose from 50 percent to 78 percent. (These statistics are based on information in the Alumni and Development records, not the official enrollment records.)

Gender, age gap

When it comes to full-time employment, a gender gap begins immediately after graduation and increases with age. For example, 63 percent of 1990 female graduates are in the full-time labor force, compared with 66 percent of the males.

About 8 percent of 1990 female graduates work part-time, versus 3 percent of the males.

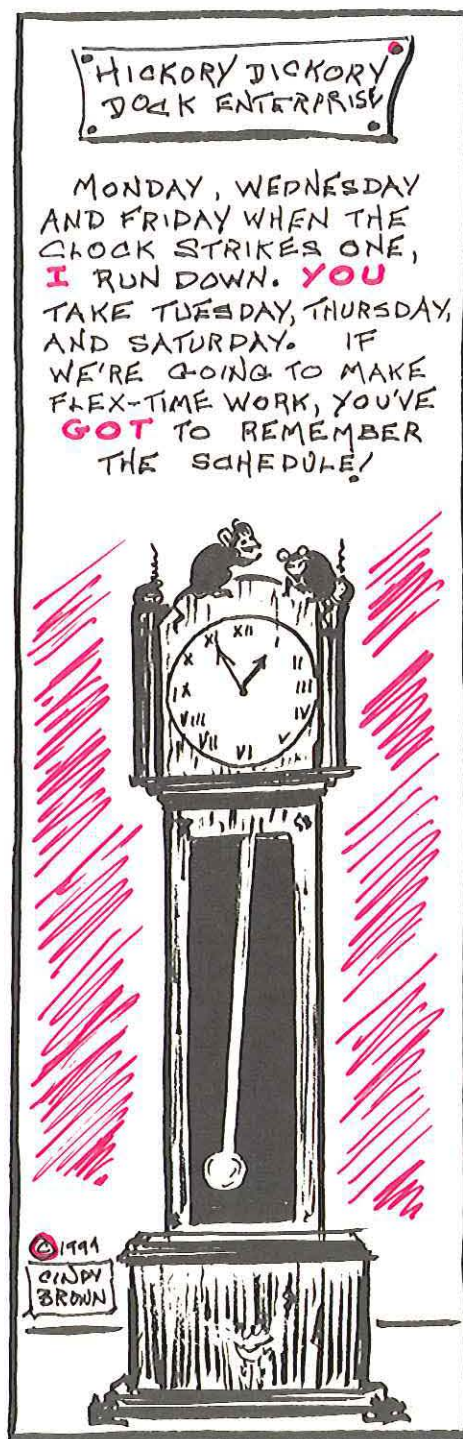
One quarter of our youngest graduates, both male and female, are continuing their educations in graduate or professional schools.

But the employment gap widens with age. Approximately 72 percent of the women who graduated in the classes of 1984 through 1988 are employed full-time, compared with 82 percent of males.

Around 8 percent of those females are part-time workers, compared with only 2 percent of the males. About 7 percent of the women and less than 1 percent of the men are unemployed.

The empty nest has not necessarily freed Vanderbilt women for full-time

—see VANDERBILT, page 2



Women leaders in government the focus of conference

The Stennis Center, a federal agency charged with strengthening public service, believes that one of the best ways to improve the quality and character of government is by increasing the impact and involvement of women in government leadership. That is the idea behind the annual **Southern Women in Public Service: Coming Together to Make a Difference** conference, June 5-7, in Tampa, Florida. This bipartisan conference, sponsored by the Stennis Center and Mississippi University for Women, attracts leading women in public service from thirteen Southern States. Confirmed speakers are: Lindy Boggs, former U.S. Representative; Lynn Martin, former U.S. Secretary of Labor; Judge Martha Craig Daughtrey, U.S. Sixth Circuit Court of Appeals; and Harriet Woods, National Women's Political Caucus President. Registration deadline is May 12. Information is available at the Cuninggim Center or by calling (601) 325-8409.



Women's VU

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Page 6 and 7 photos by Rebecca Fischer

Vanderbilt women graduates' careers range from zoo keeper to CEO to cloistered nun

—continued from page 1

jobs. Among 1959-63 classes, slightly less than half the women (49 percent) are employed full-time, compared with 80 percent of the men.

This age group has the higher percentage of unemployed females (17 percent) and part-time workers (14 percent), while 1 percent or fewer of the males are likely to be in those categories.

Occupations

The survey asked alumni and alumnae to mark one of eighty occupational categories. Across all age groups, women reported a greater variety of occupations than men.

Alumnae have achieved a notable measure of success in their chosen fields; a number hold leadership positions as CEOs, presidents, vice-presidents, directors, partners and owners of companies.

About 40 percent of Vanderbilt's alumnae have pursued traditional careers in education and nursing, or as homemakers or volunteers.

The next most popular occupations for women are attorneys, librarians and physicians.

A larger percentage of undergraduate alumnae from the classes of 1984 through 1988 is likely to pursue careers in business and the professions than their mothers—nurses 14%:9%, banking/financial services 7%:2%, attorneys 6%:1%, engineers 5%:1% and physicians 3%:1%.

Younger alumnae also are more likely to be employed in utilities, federal government, diplomacy, military service, judiciary and corrections/law enforcement.

Newer graduates are better-represented in advertising/public relations, consulting, medicine and in real estate development/sales.

Earlier alumnae are more likely to teach in grades K-12 (17% versus 6%) and in college (6% versus 2 percent) and to be full-time home makers/volunteers (10 percent versus 5 percent).

Get a job

Not all Vanderbilt alumnae march to a conventional drummer; many are free spirits.

We received responses from an astrologer, a genealogist, a talk show host, disc jockey, personal trainer, voting machine technician, park ranger and zoo keeper.

We also heard from a cloistered nun, television news anchor, sex therapist, "farmerette," Mother General, broadcaster for the Voice of America, ophthalmologist, horse breeder, diamond consultant, speech-writer for the U.S. Attorney General, and an administrative aide to the Diet of Japan.

Vanderbilt alumnae are golf and tennis pros, massage therapists, pilots, nannies, mayors, prosecutors, actresses, and substance abuse counselors.

They include sports writers, actuaries, college deans, medical directors, and priests.

Several alumnae are artists or musicians, including a composer of musical plays, singer/songwriter, production manager for the Oak Ridge Boys, art therapist, and flute teacher/R.N.

We also ran across a needlework designer, custom cabinetmaker, book-binder, creator of "Trudie Dolls," a *Glamour* magazine editor, and a storyteller/psychologist.

Conclusions

The new information received and that already in the alumni records show increased educational opportunities for women have not always translated into equal employment opportunities. The Vanderbilt alumnae's careers, however, as shown in the 1992 survey, reflect the ability as well as the diversity of Vanderbilt women.

For more information about the Vanderbilt Alumni Association and other aspects of the University's alumni programs, contact the Office of Alumni Programs, 117 Alumni Hall, 322-2929. ■

“NEWS QUOTES”

Gender gap narrows in sales pay, but still wide

Median income for saleswomen rose 63% from 1982 to 1992, Census Bureau figures show, while gaining only 43% for men. Women made bigger strides in all major sales occupations except for salaried sales supervisors. Female commodities sales reps recorded the biggest pay gains: 71% vs. 40%. “The pay gap is definitely narrowing because a lot of saleswomen are working so hard at it,” says Marilyn Moats Kennedy, a Wilmette, Ill., career counselor.

Still, men in sales earn, on average, \$31,346 while women get \$17,924. While the number of saleswomen earning more than \$50,000 jumped sevenfold to 141,000 in 1992, men in that elite group number 801,000, three times the decade-earlier figure. Retail sales remains a land of low pay for both genders, with women earning \$11,928 and men earning a bit more.

Wall Street Journal
March 29, 1994

Playboy salespeople make use of women supporters

Playboy magazine arms sales reps with interactive compact discs and multimedia players to show advertisers that women are not offended by the publication's nudity. The discs use sound and video to show interviews with 23 supporters of *Playboy*, including columnist Liz Smith, feminist author Betty Friedan and New York ad exec Mary Fritz-Wilson.

Wall Street Journal
March 29, 1994

Will health care reform be good for women?

Equal access for women's health services will be a major battle as Congress considers changes to our nation's health care system. Women will have to exert political muscle to make sure the final health care reform legislation addresses their concerns.

Although Hillary Rodham Clinton headed the President's task force on health care reform, and women are leading the fight for women's health in Congress, the legislative process is controlled by men in key committee and leadership posts. The Senate Finance Committee has no female members, and the House Ways and Means Committee has just two women, U. S. Rep. Nancy Johnson (R-CT) and U. S. Rep. Barbara Kennelly (D-CT).

Several women's health concerns are expected to be controversial during this year's debate: covering mammograms for women under age 50, and regular Pap smears; including abortion services with other covered services related to pregnancy; covering contraceptives such as birth control pills and Norplant; and including obstetricians and gynecologists as primary care providers.

Over one-quarter of American women of childbearing age have no insurance to cover maternity services. In testimony before a House Ways and Means Subcommittee last year, U. S. Rep. Nita Lowey (D-NY) said, “In the shift towards a cost-conscious health care system we must emphasize primary and preventive care. For women's reproductive health, that will mean periodic gynecological exams, with particular attention to screening for breast and reproductive cancers and sexually-transmitted diseases.”

The battle for full reproductive rights and a full spectrum of choices can only be won if women hold together and take a stand, Johnson said. “Otherwise, the forces that want to limit access will win.” Johnson places a high priority on assuring that women have access to all legal procedures without an additional payment.

“Women will only be as influential as they make themselves,” says Johnson. “There's not a woman in America who shouldn't contact her Member of Congress and state legislator, roll up her sleeves and work hard.”

Women's Political Times
Spring 1994

Wells Fargo & Co. banks on lots of women

The name Wells Fargo may not conjure up images of modern working women, but this company is once again showing its pioneer spirit: it has a greater percentage of women in management than any other company in the Journal's list of 200. In 1992, it had 66.1%.

Of course, Wells Fargo & Co., which owned the Pony Express, has certain advantages. Of nine industries analyzed, finance has the highest percentage of female managers (41.4%). The banking company is in San Francisco, and firms located in the West—as in the Northeast—have higher percentages than those situated elsewhere: 31.2% female managers compared with 27.8% in the Midwest and 27.6% in the South.

But Wells Fargo has a far greater percentage of women in management than other banks. In 1992, Banc One Corp. had 48.5%; Chase Manhattan Corp. 42.5%; Norwest Corp. 41.7%; and BankAmerica Corp. 61.2%.

Wells Fargo ascribes its score partly to its nontraditional promotion paths—not just out of the lending area, but also out of operations management, systems management and marketing, says Kim Kellogg, a company spokeswoman. With so many mergers and acquisitions in the 1980s, women were able to prove they can handle big projects, she says. The company's decentralized, nonhierarchical structure also provides an atmosphere in which women seem to thrive.

Wall Street Journal
March 29, 1994

Advisory Board Liaison Reports

Women's organizations offer strong support on Vanderbilt campus

The Cuninggim Center Advisory Board includes representatives from six student organizations for women. Below are reports from three of these liaisons that tell how their organizations support women on campus.

Women Law Students Association started the 1993-94 academic year with a panel discussion for the benefit of first-year students. Second- and third-year students discussed their experiences and gave advice for surviving first year.

A job opportunities festival was held in January consisting of local women in law-related jobs (district attorney, judge, public defender, etc.). This panel was held to inform students of the variety of jobs available to a law school graduate.

The president of WLSA, Carrie Daughtrey, is planning to hold a potluck dinner to discuss what feminism means to the members of the organization.

WLSA's ongoing project is to establish a "hostage dollars" program whereby students and alumnae can donate money to fund projects affecting women and the study of gender at the Law School.

The Divinity School Office of Women's Concerns has two coordinators this academic year, both of whom have forwarded similar goals for supporting women in religious studies. Margo Richardson sees the goal of the office as providing support for all women Divinity and Graduate students "while they are engaged in the harrowing process of critically examining their faiths."

In regard to this process, the office provides a place for conversation about those issues that affect us all—sexism, racism, heterosexism and classism—but in ways that particularly concern women. Whatever their vocation, women can look to the office for

support.

Joanne Robertson sees the office as a "fertile ground for cultivating and maintaining an environment that is supportive of difference—difference that manifests itself socially, culturally, religiously, vocationally, intellectually and emotionally. It is a place where women can find a place to thrive and grow, not in spite of who they are, but precisely because of who they are."

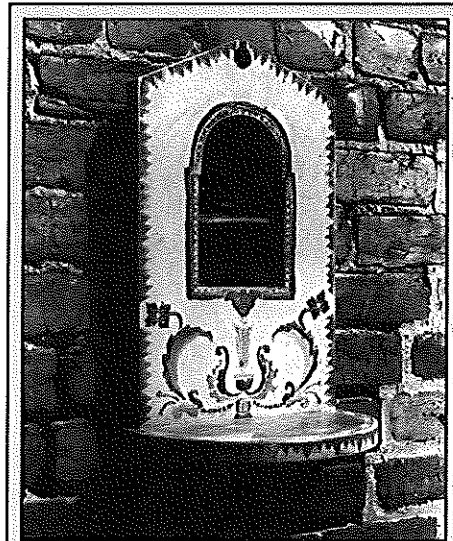
The Society of Women Engineers (SWE), started by professional women engineers to support women in the field, is an educational service organization.

SWE Student Sections have been chartered at more than 240 colleges, universities, and engineering institutes located throughout the United States, the District of Columbia and Puerto Rico. Membership is open to men as well as women. The Student Section at Vanderbilt consists of over 80 women and a few men.

Each meeting consists of career-related opportunity announcements as well as a presentation by a guest speaker, usually from one of the engineering disciplines. The section has also invited members of the Vanderbilt administration to discuss issues concerning women and especially the organization. This year, SWE also had a representative from the career center come talk about career-related opportunities available in the field. This meeting allowed the members to learn more about the job-seeking process as well.

SWE administers an annual scholarship contest for first-year members. A monetary prize of \$200 is awarded based on an essay and academic reports. The section also works with the Girl Scouts to organize an engineering-related project for the young women in Girl Scouts.

—see LIAISONS, page 7



Chatterbox group exhibit features mirrors, chests

The Cuninggim Center hosts *Mirror Image*, a collection of hand-made mirrors and chests by Chatterbox Woodworks of Nashville, through May 28 (open 9:00 a.m. to 12:00 p.m. for Reunion Weekend).

"All of our pieces are made, painted and aged by us in our small woodshop," the artists write in their statement. "We design functional things that are fun to look at and fun for us to make. Our goal is for each piece to reflect that sense of fun and whimsy."

The exhibit by local artists Martha Berry, Diane Patrick and Meg Winston features a number of mirrors, mirrors with shelves, and chests—all of which are constructed and painted by hand.

"We started out in different parts of the country, but somehow managed to all converge in Nashville as part of the local film community," they said.

"After working together on several film projects as set builders and scenic painters, we decided to form our own business."

Berry and Patrick work as builders, cutting wood and assembling the works, while Winston is the primary painter.

M A Y



Please save and post. Individual flyers for these programs will not be sent.

For more information, call 322-4843.

May 4 (Wednesday)

Gender Study Group, 5:00 to 6:00 p.m., Cuninggim Center. Spaces are available for new members. Text required. Also meets May 18.

May 9 (Monday)

Book Group discusses *Little Women* by Louisa May Alcott. Facilitator is Paige Baker. New members welcome. 5:15 to 6:15 p.m., Cuninggim Center.

May 11 (Wednesday)

Writers Workshop, 5:15 to 7:15 p.m., Cuninggim Center. New members welcome. Also meets May 25.

May 16 (Monday)

Dissertation Writers Group I meets from 4:30 to 6:30 p.m., Cuninggim Center. For more information call 322-4843. Group II meets May 23.

May 20 (Friday)

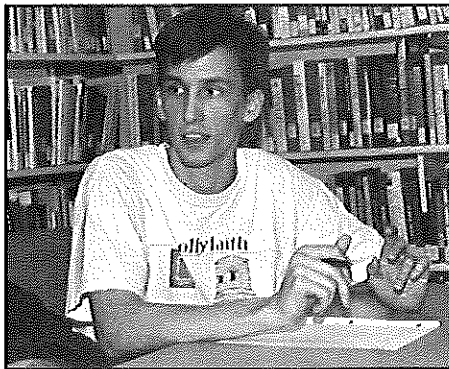
Brown Bag Lunch for New Staff and Faculty. Men as well as women staff and faculty members are invited to bring a lunch to meet the Cuninggim Center staff and learn about activities and programs. 12:00 to 1:00 p.m. Beverages are provided.

Women's center will miss graduating assistant editor

Goodbyes are always difficult for me, but this year's commencement brings a particularly hard one.

For the past two years Andy Grogan has been coming to work at the women's center almost daily as the assistant editor for layout and design of *Women's VU*. As I trust you've noticed, he's put some really nice touches to the design of "Women's View." (Just thought I'd slip in the way we pronounce the name of this newsletter. Every time its mentioned, we find long-time readers who have never heard the double entendre with the pronunciation.)

Back to Andy. Our feelings of loss come not only from his expertise in design but from the loss of some great discussions on women's issues and the perspective of a male student. These have been rich moments for all the staff and other students who work here. Andy's keen mind and probing



REBECCA FISCHER/WOMEN'S VU

Andy Grogan in the Cuninggim Center library during an interview.

questions stimulate us to look at issues in different ways. Also, having an assistant editor who is an English major comes in handy in editing and interviewing.

Some other things we'll miss are Andy's bike secured on the second floor porch, his "music" while he works at the computer and his great sense of humor. Good luck, Andy and thanks for all you've done for the Cuninggim Center!

Judy Helfer
editor, *Women's VU*

Cuninggim Center says goodbye and good luck to seniors

The Cuninggim Women's Center is blessed with outstanding student aides who seem to like working here as much as my staff and I like having them work for us. This year, three seniors will leave us for better employment (I hope) or graduate school: Shannon Cunningham, Andy Grogan and Whitney Weeks.

I take this opportunity to acknowledge their contributions to the center. It has been a personal pleasure to know you. I wish you well in the life-long adventures you embark upon now. I hope that the cooperative spirit which has characterized your association with the Cuninggim Women's Center will remain strong in your future.

Good luck, y'all.

Nancy A. Ransom
director, Margaret Cuninggim
Women's Center

Creedon links women, sports and media with feminism

Collection of writings reveals how mass media construct gender roles

Women, Media and Sport: Challenging Gender Values (Sage Publications, 1994) is edited by Pamela J. Creedon, an associate professor of journalism at Ohio State University. She has included a selection of articles designed to "link women, sports and the mass media with feminist perspectives from history, psychology, women's studies, sociology, kinesiology and mass communication."

Barbara Clarke,
Women's Center
librarian



As sports reflect the values of a society, they illustrate the gender values and the differing roles of males and females in that culture. The media preserve and transmit cultural information. This volume shows how the mass media construct gender roles through their sports coverage.

Among the topics discussed by the contributors are the media's coverage of women's sports, women as television viewers, the promotion of women's sports, stereotypes of women athletes, African-American women in sports, and the athletic female archetype in films.

Linda W. Rosenzweig's *The Anchor of My Life: Middle-Class American Mothers and Daughters, 1880-1920* (New York University Press, 1993) examines the nature of mother-daughter relationships. The writer relies mainly on journals, diaries, and correspondence written by women, most of whom lived in the Northeast and Midwest. Other sources include women's magazines and novels.

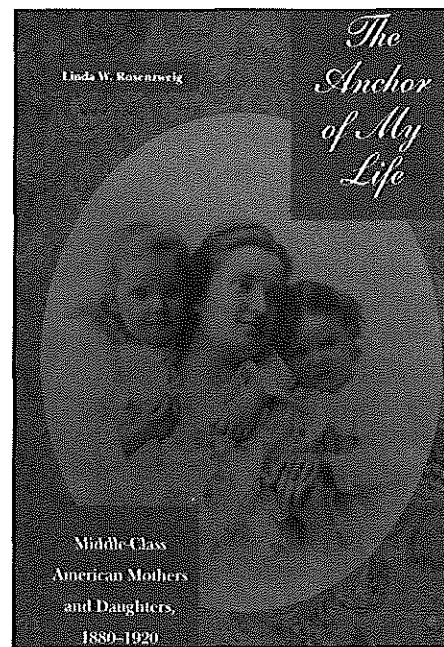
Rosenzweig hoped to ascertain whether or not there have been major changes in the relationships between mothers and daughters over the

years. Each chapter focuses on a different topic, such as adolescent girls and their mothers, adult daughters and mothers, and young college graduates, as well as mothers and daughters in England, and the mother-daughter relationship after 1920.

There is often much conflict today between mothers and daughters, but the writer shows that this has not always been the case. In the past there was much less discord, little mother-blaming, more support between women of different generations, and less anger and resentment. Rosenzweig found that "connection rather than separation remained the hallmark of mother-daughter interactions during the period 1880-1920 and beyond." She feels too that "mutuality and connection rather than tension and conflict defined the essence of mother-daughter interactions between 1880 and 1920, and these qualities have remained integral to the relationship despite some apparent changes in the succeeding decades."

Women and the Work/Family Dilemma: How Today's Professional Women Are Confronting the Maternal Wall (John Wiley & Sons, 1993) is by Deborah J. Swiss and Judith P. Walker. The maternal wall, "an unfortunate accomplice to the glass ceiling," is a barrier to advancement that appears either when a woman announces her pregnancy or when she begins her maternity leave.

This volume is based on the responses to 902 surveys and fifty-two interviews conducted with women

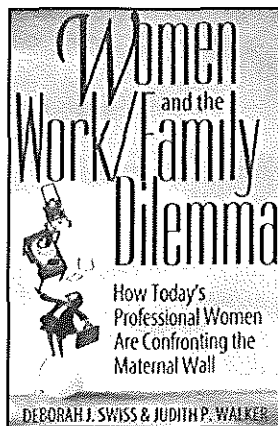


who had graduated from Harvard's professional schools during a ten-year period. Three-quarters of the 902 women were married and two-thirds were mothers.

Most of the women had initially assumed that they could "have it all," but discovered that their workplaces were less friendly to family life than they had anticipated. The women's experiences frequently differed greatly from what they found in their employers' written policies. Too often the announcement of a pregnancy was met with resentment and even hostility.

The mothers found various ways of coping with the maternal wall. Some thought it wise to cut short their maternity leave, while others left their employers to start their own businesses. Some were able to arrange a satisfactory part-time employment schedule, while others dropped out of the work force while their children were young. All the mothers had to make compromises of some kind, and in most cases their careers suffered because of their motherhood.

The authors describe the conflict between career and family as the
—continued on next page



PHYSICAL FITNESS ♀ REST ♀ SOCIAL SUPPORT ♀ GOOD DIE ♀ SELF CARE ♀ FUN ♀



MEDICAL CARE ♀ SPIRITUALITY ♀ AWARENESS ♀ LOVE ♀ INTELLECTUAL INTERESTS

Oral contraceptive pills effective but surrounded by many misperceptions

Although birth control pills have been readily available for over 30 years, there are continued misperceptions about this method of contraception. Their effectiveness in preventing pregnancy has been well-documented, and millions of women have used OCPs (oral contraceptive pills) with good success.

Recently, a study was published that pointed out the lack of knowledge of the non-contraceptive benefits of OCPs. A group of Yale University college women completed questionnaires that evaluated their understanding of the risks and benefits of OCPs. The majority of the women were unaware of the many health benefits of oral contraceptives, and half of the group believed that there were significant health risks in taking the pill.

It is true that when OCPs were first introduced, the doses used were much higher than the doses formulated today. By the late 1960s, it was determined that the lower dose pills were as effective but produced fewer nuisance side effects and dangerous health risks.

In terms of health concerns, taking the birth control pill is much safer than being pregnant.

Fears over the development of cancer seem to be a concern for many women. In truth, OCPs have been shown in multiple studies to reduce the risk of uterine (endometrial) cancer as well as ovarian cancer. For women who have taken the OCP for at least a year, the risk is reduced by half for both of these cancers. The question of breast cancer risk with OCPs is still not answered; however, there are large numbers of studies that demonstrate no increased risk.

Beth Colvin Huff,
RN, MSN



Pelvic inflammatory disease, which can lead to infertility and ectopic pregnancy, is decreased in pill users. Benign breast cysts and ovarian cysts are diminished as well as other cyclic problems such as irregular periods, heavy blood loss, menstrual cramps, and premenstrual symptoms.

As OCPs have become safer, the issue of over-the-counter availability is being debated. Other prescription drugs have been approved for over-the-counter status by the FDA, and hearings are being held later this year on OCPs. Those in favor of the change in status emphasize the dollar, time, and psychological costs of obtaining pills through prescription. There are also the emotional and financial costs of unintended pregnancies that result from lack of convenient access to a prescriptive source.

Others argue that without the health visit, a woman would not have access to information about all contraceptive options or counseling about other aspects of sexual decision-making. Opportunities for health screening with Pap smears, breast exams, and blood pressure monitoring would be lost. It will be interesting to watch this issue as it unfolds.

Oral contraceptives may provide a variety of health benefits in addition to pregnancy prevention. Discuss these issues with your healthcare provider to determine if OCPs are a good choice for you.

Library

—from previous page

Diana Penalty, after the complex Roman goddess. Today's Dianas are not willing to accept failure simply because they decline to obey the male rules of the workplace.

Swiss and Walker include many suggestions for working women and many recommendations for employers to follow in order to make the workplace more friendly to parents. The writers are optimistic that "women will have it all, within the context of new rules in the office and new expectations in the home, and on terms best for them, their families, and their employers."

Other new acquisitions include: *Having Our Say: The Delany Sisters' First 100 Years* by Sarah and A. Elizabeth Delany, with Amy Hill Hearth; *Sexual Harassment in Higher Education: From Conflict to Community* by Robert O. Riggs, Patricia H. Murrell, and JoAnn C. Cutting; *Warrior Marks: Female Genital Mutilation and the Sexual Blinding of Women* by Alice Walker and Pratibha Parmar; and *Light Sister, Dark Sister* by Lee Walmsley.

Liaisons

—from page 4

Most important, the section sponsors the annual Engineering Expo, which invites middle school and high school students to learn more about engineering from faculty and industry representatives. These students are provided an opportunity to talk with Vanderbilt engineering students, who are seen as positive role models for young women considering careers in engineering.

Later in the day, engineering students from Vanderbilt are provided the opportunity to inquire about career-related job opportunities as well as information on further studies from the companies and faculty representatives.

Announcements

CONFERENCES

University women across the country will meet again this year June 2-4, 1994 at The George Washington University for the tenth anniversary national conference of college women student leaders: **Women Leading: Today and Tomorrow**. The conference, sponsored by the National Association for Women in Education, is designed for women students who aspire to or who are currently in leadership roles on campus and in the broader community. More information is available at the Cuninggim Center or by calling (202) 659-9330. Advance registration deadline is May 11.

Each year, the Women's Sports Foundation Annual Conference focuses on a critical issue affecting the growth and development of sports and fitness opportunities for girls and women. This year's conference, **The Next Generation: Designing the Future of Sports and Fitness For Our Daughters**, May 13-15, will examine

the critical issues being faced by girls in sports and fitness. For more information, contact the Cuninggim Center or call (301) 986-7800.

WORKSHOP

July 25-28, the National Women's History Project will conduct **A Woman's Place is . . . in the Curriculum**, a teacher training workshop designed for classroom teachers, teacher trainers, and equity, multicultural specialists and curriculum specialists. Conference sessions feature presentations on women's history, guest lecturers, small-group activities, and a variety of strategies and resources for integrating women into all areas of the K-12 curriculum. More information is available at the Cuninggim Center or by calling (707) 838-6000.

CAMPAIGN TRAINING

Travel to Washington D.C. this summer for a day of campaign skills train-

ing designed just for young women by the National Women's Political Caucus. Learn how successful campaigns are run and what your role in them can be! For more information, call (202) 898-1100 or come by the Cuninggim Center.

SUMMIT

On May 14, Interdenominational Services Organization of America, Inc. will host the First Annual Women's Economic Summit at the Nashville Convention Center from 8:30 a.m. to 4:00 p.m. Fourteen workshops and seminars have been planned to benefit the novice, seasoned business person and entrepreneur. "Synergistically Shaping the 21st Century" is this year's theme. Don Belcher, President of Don Belcher and Associates, and Dr. Ruthie Reynolds, CPA, JD, chair, department of accounting at Howard University, will be speakers. Registration fee, \$35.00. Brochures are available at the Cuninggim Center or by calling 356-6650.



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Women's VU

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