

# WOMEN'S VU

November 1980

A publication for and about women  
at Vanderbilt University

III:3

## Prominent Scholars Will Speak in Lecture Series

The Ethel Mae Wilson Lecture Series continues with lectures by three prominent scholars in the areas of anthropology, contemporary French literature and religion.

Judith Shapiro, Associate Professor of Anthropology at Bryn Mawr College, will speak November 14th to the question: how would anthropology be restructured if women received attention comparable to that given men. Among Shapiro's recent publications is the chapter "Cross-Cultural Perspectives on Sexual Differentiation" in *Human Sexuality: A Comparative and Developmental Per-*  
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## WHET MEETS NOV. 7-8

Women in Higher Education in Tennessee will host a conference at Middle Tennessee State University in Murfreesboro on November 7-8.

Sponsored by the Tennessee Commission on the Status of Women, WHET is an association of women students, clerical staff, faculty and administrative staff in Tennessee colleges and universities who want to discuss and act on women's issues in Tennessee higher education.

In addition to General Session meetings, four workshops will be offered Saturday morning: Networking, led by Nancy Ransom, Director of Vanderbilt Women's Center; Upward Mobility of Women in Higher Education, Dr. Ida Long Rogers, Professor of Higher Education, Peabody College of Vanderbilt University; How to Establish a Woman's Caucus, Dr. June Anderson, MTSU; and Position Paper on the classification system for clerical employees, Susan Klein and Claire Christian. Regional meetings will begin after lunch to allow women of the same general area to meet each other and discuss common concerns.

A \$10.00 fee is payable at registration. To pre-register or for further information write the Women's Center, Box 245, MTSU, Murfreesboro, TN 37130.

## Women and Alcohol Program Scheduled

"Women and Alcohol: Myth and Reality" is the title of a talk Carlene Thym will give on Wednesday, November 12 at 4:00 p.m. in 205 Sarratt. The program is sponsored by the Women's Center and is open to the community.

Carlene Thym is the Director of the Women's Program at Cumberland Heights, a private, residential treatment center in Nashville for men and women with problems related to abuse of alcohol and other mood-altering chemicals. Ms. Thym has served as an in-patient counselor, in public relations and employee assistance programs, and as Director of Continuing Care at Cumberland Heights before taking her present position.

Ms. Thym will cover some of the history of  
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Women = 52% US population  
3% engineers  
4% physicists  
11% chemists

Women scientists' unemployment rate  
is 2-5 times higher than male scientists!

## Career Entry Seminar at NSTI

"Returns and Dividends", A Career Entry Seminar for Women, will be offered at Nashville State Technical Institute, Tuesday, November 11, 1980. Jayne Ann Woods, a Nashville attorney and 1975-78 Tennessee Commissioner of Revenue, will speak at 9:00. Panels on women returning to school, financial assistance, counseling and testing services, and career programs of study will be offered.

Registration is free, there is a \$4.00 luncheon fee. For further information, call Diana Doss or Brenda Hunter, Student Services Division, Nashville Technical Institute (741-1245).

## LANDRUM SPEAKS ON WOMEN IN THE MILITARY

Cecile S. Landrum, special assistant to the Under Secretary of the Air Force, will speak on "The Changing Demographics of Women in the Military Force" on November 11 at 7:30 p.m. in Room 100 Human Development Laboratory, George Peabody College.

As a "Manpower" Analyst, Landrum has researched both the role of women in the services and the impact of changing family patterns such as single parent households and households where both spouses are committed to the military. She has spoken widely at European bases on the subject of the problems faced by military spouses. Promoting the Air Force's initiative in establishing an Office on Family Matters, Landrum encourages better understanding of the unique problems faced by military families.

Landrum's views are reflected in the way she states the issue: "Clearly, the changing institution called family is in direct conflict and competition for the military member's time and commitment to a virtually unchanged institution called the military. No longer can the military as an institution dominate the family as such."

Landrum's talk is one of a lecture series on "Military 'Man' Power and Higher Education" sponsored by George Peabody College for Teachers of Vanderbilt University; Vanderbilt Institute for Public Policy Studies; Vanderbilt Office of University Ministry, Presbyterian Campus Ministry, Inc.; Wesley Foundation; and the National Institutes for Campus Ministries; and the Vanderbilt Officer Education Advisory Committee.

The last lecture titled "Political Realism and National Security," will be given in the spring by John M. Swomley, Jr., professor of Christian Social Ethics at St. Paul School of Theology, Kansas City, MO.

# VANDERBILT'S AFFIRMATIVE ACTION PLAN: A REPORT

*In this third article, Pat Pierce, Assistant Director of the Opportunity Development Center, continues her series on Vanderbilt's Affirmative Action Plan.*

"Beyond just equality of opportunity, Vanderbilt University will make every good faith effort to overcome the underutilization of minorities and women and remedy any discrimination practices that exist." The above sentence is a part of the University's Affirmative Action Policy Statement, and, in part defines the purposes of Affirmative Action. Equal Employment Opportunity requires that all persons, regardless of race, color, religion, sex, national origin, military service, age or handicap receive fair and equal treatment in their employment endeavors. Affirmative Action goes a step beyond equal opportunity in requiring that employers take additional positive steps to recruit, employ, train and promote those groups that may have been previously excluded from the workforce, or underutilized because of past discriminatory practices. A major portion of an Affirmative Action Plan should include the identification of discriminatory practices and specific plans of action to remedy those that have presented employment barriers to minorities and women.

Numerical hiring goals are used in Affirmative Action planning as a means of measuring progress. The term "goal" refers to a numerical objective applied to the hiring and advancement of minorities and women

within particular job groups. Vanderbilt has established goals along with target dates for attainment. The ultimate objective behind Affirmative Action goals is to have the workforce at all levels of employment reflect the availability of minorities and women in the recruitment area.

The following goals have been developed for the various job groups for minorities:

The numerical goals established are based upon percentages of the current number of positions in the job group and may vary as the composition of the job group changes over time. The year in which goals are estimated to be met has been developed from a projection of anticipated vacancies, realizing that some of these vacancies might be created through the loss of minorities and females presently employed. It should also be stated that future goal calculations may be based upon more refined availability data and, therefore, goals may change as a result.

In those job groups where there are few annual vacancies and low availability, the year for goal attainment has been adjusted to reflect a reasonable expectation of hiring. Any different approach could result in a goal that might be unrealistic.

*This series will continue in the next edition with an examination of faculty goals under the Affirmative Action Plan.*

## National Women's Studies Association Plans Convention

The National Women's Studies Association will hold its Third Annual Convention, "Women Respond to Racism," at the University of Connecticut in Storrs, Connecticut, May 31 - June 4, 1981.

The NWSA Conference Coordinators welcome proposals that deal with consciousness-raising about race and racism; strategies for community organizing and for cooperation between academic institutions and the community; critiques of existing research or policy related to women of color; new research, concepts and curriculum development in all areas of education that ensure the inclusion of knowledge about the lives of women of color.

NWSA invites cross-cultural interdisciplinary, and non-academic sessions, as well as more traditional scholarly approaches, and especially seeks programming proposals from those interested in feminist education in elementary and secondary schools, community organizations, community colleges and the "hard sciences."

The National Women's Studies Association exists to further the social, political (professional development of women's studies on every educational level and in every educational setting. Women's studies envisions a world free not only from sexism, but also from racism, homophobia, class bias, ageism, and all other forms of oppression.

Groups and individuals wanting to participate in work of the conference, and groups that wish to organize related meetings at the conference, should communicate with the Conference Coordinators as soon as possible.

To propose specific sessions and events, please send the title of, and abstract for, the session or individual presentation; names, addresses and phone numbers of persons involved; name of session coordinator(s); approximate length of session; request for audio visual equipment or special facilities.

**DEADLINE FOR SUBMISSION OF FORMAL PROPOSALS IS DECEMBER 1, 1980.**

Direct all communications to  
Pat Miller and Norma Cobbs,  
Conference Coordinators  
Box U181 A, Women's Studies  
Program  
University of Connecticut, Storrs,  
CT 06268

Job Groups	Current			Goal		
	Total	Minority	%	Minority	%	Year
Service III	55	25	45.5	37	66.0	1982
Skilled Craft II	17	0	0	2	7.8	1981
Clerical III	462	40	8.7	91	19.6	1981
Clerical IV	394	21	5.3	51	12.8	1983
Clerical V	130	10	7.7	12	9.1	1980
Technical IV	274	24	8.8	46	16.7	1981
Technical V	120	17	14.2	19	15.6	1980
Technical VI	70	5	7.1	11	15.6	1981
Professional B	44	2	4.5	10	20.9	1982
Professional E	61	1	1.6	13	20.2	1983
Professional G	31	0	0	2	5.1	1985
Professional H	561	58	10.3	91	16.2	1981
Professional I	19	0	0	1	4.7	1983
Administrative I	79	3	3.8	12	14.0	1988
Administrative II	92	2	2.2	13	14.0	1990
Administrative III	31	0	0	2	4.1	1987
Supervisory/ Professional	55	1	1.8	9	16.2	1983
Supervisory/ Technical	36	3	8.3	5	13.7	1981

## CAT'S EYE IN BOOKSTORES

CAT'S EYE, a new poetry magazine edited by VU faculty members Melissa Cannon (English) and Alice Savage (Medicine), has just published its first issue. It is devoted to work for which the editors would like to find an audience—specifically, the work of women writers and, especially, of developing talents who haven't yet published widely. Since both the established commercial presses and small presses have traditionally been male-directed, there is an important need for publications that give adequate space to women's voices. In its support of women's writings, CAT'S EYE is a feminist magazine, though it is not labeled as such because this would limit the range of material submitted. The editors remain committed to publishing non-sexist, non-racist poetry and to encouraging women's visions and expressions.

The first issue of CAT'S EYE contains poetry by 13 women and 5 men, as well as art work by Sarah Steever Rick who designed the cover and created graphics to complement the poems. Among the writers represented are students Melissa Cannon has taught in the writing program at VU, writers from the Nashville community, and several women at a Southern feminist writers workshop.

The initial response to the magazine has been gratifying: poets have appreciated the appearance of their work and the care taken in layout and design; readers have expressed enthusiasm for the poetry. Local poets have been excited about the establishment of a new Nashville-based magazine that is also striving for national distribution. The editors have enjoyed finding new poets and new works and have had the fun (in addition to the hard work) of creating a pleasing format befitting the poems.

We hope that more women will discover CAT'S EYE and support the work. We welcome feedback on the magazine and manuscripts of unpublished poetry. Poets should include SASE. CAT'S EYE is available at bookstores (VU, Womankind, Mills, Zibarts) or may be ordered directly from Melissa Cannon, CAT'S EYE, 930 Kirkwood Ave., Nashville, Tn. 37204. Single issues are \$2.00; a subscription (3 issues) is \$5.50.

—Melissa Cannon and Alice Savage



## Senate Approves Women in Science Bill

"The Women in Science Equal Opportunity Act" was introduced in the Senate on March 7, 1979, by Senator Edward Kennedy with these words:

*For 50 years educational, institutional, and cultural barriers have stood in the way of the participation of women in careers in science and technology. For 50 years we have systematically shut the doors on scientific careers for women by the time they were 17 years old. For 50 years women have been denied equal educational and employment opportunities in science and technical fields. As a result, we have a scientific work force which is dangerously close to being an all male club.*

*How many breakthroughs in science might have come from the 50 percent of the population which has been so arbitrarily discarded? How much more rapid might have been our advances in areas of national concern? How many Nobel prizes might have been won? And how different might have been our present perceptions about the role of women in medicine, science and engineering? . . . This situation is far too disturbing to be written off as the natural outcome of an educational and career ladder on which advancement is based solely on merit.*

The Senate finally approved the bill on June 23, 1980, with the addition of the Hatch Amendment involving a breakdown in the

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## RADCLIFFE RESEARCH GRANTS

Radcliffe College has announced a program of small grants to support post-doctoral research on women. Eligible projects must draw upon resources at the Schlesinger Library and the Murray Research Center. Grants will cover such costs as travel to and lodging in Cambridge, xeroxing, microfilming and computer time. The application deadlines for the current academic year are December 15, 1980, and February 15 and April 15, 1981.

Applicants and requests for additional information about the program should be addressed to Radcliffe Research Support Program, c/o Henry A. Murray Research Center, 77 Brattle St., Cambridge, MA 02138. Inquiries about the holdings of the Schlesinger Library or the Murray Center should be sent directly to the Director of the Library or to the Center, Radcliffe College, 10 Garden Street, Cambridge, MA 02138.

## Professor Mauksch Offers Course to Employees

Professor Ingeborg Mauksch has agreed to teach a course about women's health for Vanderbilt employees. Classes will be held at the Women's Center from 11 a.m. to 12 noon for three consecutive Mondays, beginning January 12, 1981. There is no fee.

Professor Mauksch has been teaching a more extended version of this course under the joint sponsorship of the Women's Center and the YWCA, where she covers topics ranging from the historical evolution of health and illness care to a view of future modes of care.

The three classes scheduled for the Women's Center will focus more on present-day care for women of different ages, including the health-illness continuum and attitudes toward the body.

Dr. Mauksch hopes that participants will attend all three classes. For this reason, pre-registration is essential. Some women who want to enroll will need to make arrangements with their supervisor or plan into their schedule the three Monday meetings. The number of participants will be limited because of space.

To register for the class, please call the Women's Center 322-4843. Enrollment will be on a first-come/first-serve basis.

## WEAL Fund Intern Program

The Women's Equity Action League (WEAL) Education and Legal Defense Fund was organized in 1972 to promote legal and economic rights for women. The WEAL Fund offers internship programs, funded by a grant from the Ford Foundation, to students, women returning to the work force, and anyone interested in working for a public interest organization committed to equal rights for women.

The internship program provides a short-term structured experimental learning opportunity to clarify career goals and develop contacts and job hunt strategies.

Most internships are voluntary with interns receiving a small daily expense allowance. A few salaried opportunities are open to law students, other professionals in training, and mature individuals in transition or in unique financial circumstances. Part and full-time positions are available throughout the year.

For an application or further information contact:

WEAL Fund  
805 15th St., N.W.  
Suite 822  
Washington, D.C. 20005  
Phone 202-638-1961

Applications for Intersession Internship are required by early December; for Spring Internship by early January.

## Women and Alcohol

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women's alcohol and drug use. She will discuss differences between the sexes in drinking patterns and will describe barriers to reaching and treating women with abuse problems.

The perspective embodied in the Cumberland Heights approach to treatment, which Ms. Thym uses, is that of the disease model of alcoholism or drug abuse. The person is guided toward responsibility for self and away guided toward responsibility for self and away from guilt and self-destructive tendencies. This perspective is consistent with Alcoholics Anonymous and the Cumberland Heights patients are introduced to the philosophy and process embodied in Alcoholics Anonymous.

The Women's Program, however, is tailored to meet the special needs of female patients. Ms. Thym and a counselor work exclusively with the women and their families, to assist in the development of lifestyles that are free from dependence on drugs on any kind.

## SCHOLARS

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spective (1979). She has done extensive field work and published numerous articles on the Taperrape and Yanomama peoples of Brazil, and will continue her study of the Little Sisters of Jesus, a missionary order, during 1981. Her research interests also include linguistic anthropology, and social and cultural theory. Her paper, "Sex Bias in Anthropology", will be published by Vanderbilt University.

Germaine Bree will speak on Simone de Beauvoir November 18 in the Memorial Room of Alumni Hall, at 7:30 p.m. A native of France, Professor Bree has taught at

Bryn Mawr College, New York University and is now Kenan Professor of Humanities at Wake Forest University. In 1975, she served as President of the Modern Languages Association, an organization of over 30,000 professors of English and foreign languages, and has received numerous honorary degrees from American colleges, including Smith College, Mt. Holyoke College, and Duke University. She has published *Camus and Sartre: Crisis and Commitment* (1972) and *Women Writers in France* (1973).

The last lecture this fall will be December 4 by Rosemary Radford Ruether. She will speak on the restructuring of the study of religion affected by women's studies. Currently the Georgia Harkness Professor at Garrett Evangelical Theological Seminary, Ruether has taught at Howard University School of Religion, Princeton Theological Seminary, and Harvard Divinity School, among others. Ruether is a popular lecturer at major universities and has contributed articles to numerous religious magazines and scholarly journals. A prominent feminist theologian, Ruether wrote *New Woman/New Earth: Sexist Ideologies and Human Liberation* (1975), and two anthologies widely used in Women's Studies classes: *Religion and Sexism: The Image of Women in the Judaeo-Christian Tradition* (1974) and *Women of Spirit: Female Leadership in the Jewish and Christian Traditions* (1979).

Reporters, editors, and cartoonists are needed for the WOMEN'S VU. We need both your ideas and energy to make the WOMEN'S VU for and about women at Vanderbilt University. Call the Women's Center ext. 4843.

## Women in Science

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originally proposed \$23,000,000 budget allocation. One-third of the funds would support programs in science and mathematics for female students in elementary and secondary schools, or higher and continuing education; one-third to be spent on research grants, visiting professorships for women, and demonstration projects; and one-third to be spent on programs for women at the discretion of the National Science Foundation.

The bill would establish a Committee on Women in Science to guide the Foundation in the implementation of the Act, and provide for a Special Assistant for Women in Science to be the principal advisor to the Director of NSF on programs for women.

National Research Opportunity Grants would be available to women scientists who have received their doctorate within five years prior to the date of the award, or women Ph.D. holders who have had their careers interrupted and are re-entering the work force within five years after such interruption.

The House of Representatives failed to adopt a women in science program when it authorized appropriations for activities of the NSF for 1981. Its only provision for women in science is a develop-a-policy section regarding "women, minorities, science and technology."

Any legislation will have to be reached through a compromise by a conference committee which will probably authorize the "Women in Science" program but at a level below the \$23,000,000 Senate proposed budget.

For further information, contact the Association for Women in Science, 1346 Connecticut Avenue N.W., Washington, D.C. 20036.

*Linda Karwedsky*

*Edited by Linda Karwedsky*

If you have not returned a form this year, but continue to receive WOMEN'S VU, it indicates that your name has been held over from last year's list. We shall continue to mail the newsletter to you unless you ask to have your name taken off the list.

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

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

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

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

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



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