

WOMEN'S VU

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Passing taco filling at the Vanderbilt University Child Care Center (VUCCC) are Michael Huffines and Joshua Neighbors, both age 4.

Investing in Children at Vanderbilt

Progress on a new child care center for infants and toddlers has hit a snag: money.

The current Vanderbilt Child Care Center, which cares for children ages two to five, opened in fall 1983 in response to the expressed needs of faculty, staff, and students. It currently cares for 60 children; 44 percent are children of parents from the Medical Center.

In January 1985, based on the success of the existing Center and a waiting list (currently with 36 children), a proposal for expansion of the child care program was submitted to Johan Madson. It suggested a two-step expansion plan beginning with an infant/toddler program, since infant care was identified as the greatest need. In anticipation of a new program opening, announcements were made, plans were begun, and applications were received (there are currently 95 infants and toddlers on the waiting list for the new facility).

In response to the proposal, Campus Planning estimated \$50,000 to renovate the Home Economics Annex (located next to the current Center) for 24 children. Unfortunately, the actual construction bid came in at \$130,000. Because of the discrepancy between the estimate and the bid, the university looked into building a new facility for 32 children: the low bid was \$210,000. While a new facility would be more costly up front, the maintenance costs would be lower than for a renovated building.

The discrepancy between the original estimate and the actual bid understandably shocked university officials.

The real question here is why should a university invest in child care for its students, staff, and faculty? Research shows that for employees and students, on-site child care

decreases absenteeism, increases quality of job/academic performance, increases productivity, increases ability to attract new personnel and students, increases ability to keep them once they arrive.

Expanded child care service increases the possibilities for research which already exist in the Center for two to five year olds. Through October 1985, 443 people had used the current Center for research, observation and practicums from the following Vanderbilt locations:

Medical School	200
Nursing School	72
Teaching and Learning	33
Psychology & Human Development	47
Institute for Public Policy Studies	53
Kennedy Center/Speech & Hearing	34
English Department	4

Letters of endorsement on file at the Child Care Center from researchers include the following: "... wholeheartedly support... the expansion," "used your facility as a training site for the first year Vanderbilt Medical students," "The Center has been of great value to me in facilitating my research, since the bureaucratic red-tape is minimal... and the Center is in close proximity," "expansion... would increase the subject pool and add to the center's capacity to

meet the research needs of the faculty."

The least compelling and also the most compelling reason for expanding child care at Vanderbilt is social responsibility. The *New York Times* as early as 1980 was saying, "The greatest threat to the health of the

(continued on next page)



Helping Theresa Gates, age 3, with her coat is Cathy Hahn, lead teacher at VUCCC.

A Parent's View of Child Care

I hope other Vanderbilt employees do not have to frantically search for day care as I did. As a faculty member new to town, I spent the three weeks before starting work searching for child care for my 18 month old. Most people find adequate infant/toddler care by word of mouth. As a new Nashvillian I had no contact, and Vanderbilt had no child care program.

I finally settled for less-than-quality care which left me with the desire to leave work early every day and filled me with constant apprehension about my daughter Sarah's development. We switched centers as soon as I was able to scout out and observe a better place. However, this new center created time problems. It closed at 5:30 p.m. and was 45 minutes away from Vandy during rush hour. I had to leave work earlier than I wanted and my productivity probably suffered. This problem was compounded when I had the second child and then had to transport two children to two different places twice every day. Obviously

this was a marathon effort on my part. Naturally when Vanderbilt mentioned a new child care center I was about the first on the list! Undoubtedly this was why I was able to get two of these much coveted positions. Since its opening two years ago, the Center has saved me considerable TIME AND ENERGY.

The joys, pleasures and practicality of having children at VUCCC are innumerable. Because the Center opens at 6:30 a.m. I can choose to come to work early. Because the Center is nearby, I can work until 5:15 p.m. and still pick up the children. Because the Center is open year round except for major holidays, I do not worry about my babysitter's illnesses, vacation days, or snow days. The close proximity of the Center cuts down on my time away from work, and parent-teacher conferences are conveniently arranged during employee free time.

The second area that I want to address is peace of mind. The developmental opportunities for my children were enhanced by VUCCC. When I could see that the individual needs (educational, emotional, social, physi-

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Child Care, continued

family is not the new social tolerance of heretofore censured values but rather the lack of an underlying social-support system molded around the premise of working parents." Every institution can contribute to helping parents cope with the dual responsibilities of work and family by providing child care which is affordable, easily accessible, and of an acceptable quality. In a society in which 50 percent of women work outside the home and the proportion of single parent families has risen, child care is essential to family stability. The 1982 "Child Care at Vanderbilt" report says, "While child care is not only a woman's issue, nor an issue for all women, it is repeatedly recommended as a crucial component of any plan for achieving the goals of Affirmative Action and Equal Opportunity."

Corporations all over the United States are now picking up the tab for child care because it is cost effective. In 1975 there were virtually no corporate child care centers. Now there are about 2,000, a 400 percent increase in only the last three years, according to Dana Friedman, senior researcher of the Work and Family Information Center of the Conference Board.

The trend is the same in universities: 40 percent of all campuses offer some form of child care. They provide service to children from six weeks to six years old, according to Pamela Boulton, Chair of the National Coalition for Campus Child Care (of which Vanderbilt is a member). Harvard is a pace setter, having begun its program in the 1960s, now offering care in seven campus locations to 360 children from three months through age five.

Nationally and locally employers are competing for employees who perform well and remain with the organization. At Vanderbilt every employee's Flexible Reimbursement Account (FRA) may be applied for child care costs, in recognition of the importance of child care as a benefit to faculty and staff.

The opening of the current Vanderbilt Child Care Center was a commitment by the university to quality care. According to an article in *Newsweek*, September 10, 1984, "High-quality, reliable day care is a blessing for parents." *Newsweek's* "Five Steps to Good Day Care" include

- A Stable Staff
- Small Groups
- The Right Kind of Attention
- The Right Kind of Activities
- A Role for Parents

The Vanderbilt Child Care Center meets these criteria and has worked hard to establish and maintain quality care with help from campus-wide supporters. At every point, individual administrators, faculty, staff,

students, and a number of groups have helped to realize the current Center and visualize an infant/toddler program. We have a Center we are very happy with, but it is not adequate. How much child care is adequate? According to Diane Neighbors, Director of the Child Care Center, "Expansion of campus child care is not going to serve everyone's needs, but it will be a reasonable offering."

Why should we invest in quality child care for infants? We can increase support for our current faculty, staff, and students; help them to be more productive; improve our recruitment and retention of personnel and students; better meet needs for research facilities; increase the prestige and reputation of our university; and, therefore, improve the overall quality of our university as institution and as community.

—Joan Anderson
Women's Center

Parent's View, continued

cal) were being met above and beyond my expectations, it allowed me to channel a greater portion of my efforts to my career at Vanderbilt. My child care worries were tremendously diminished. I greatly appreciate the openness of being welcome to eat lunch with my child anytime. Other centers made me feel unwelcome if I showed up. The open-door policy for parents has been genuine. I believe it is the only way to run an excellent day care facility.

At every opportunity I will continue to spread the praises of VUCCC. The minute my colleagues find that they are expecting a child I urge them to reserve a scarce position. Even so, they have to wait two years for their child to reach the current magic age of two. Meanwhile they search desperately for infant care. For all of us, I hope Vanderbilt will expand child care services soon.

—Lillian B. Nanney
Assistant Professor of
Plastic Surgery & Cell Biology



Every day from 12:30 - 2:30 p.m. at VUCCC Ross Johnson, age 2, takes a nap.

Women's Center Programs

THE GRADUATE STUDENTS' GROUP will meet on December 6, 4:30-6:30 P.M. at the Women's Center. Light refreshments provided. All graduate and professional students are welcome.

The **DUTCH TREAT BREAKFAST CLUB** will meet Thursday, December 12, in the Rand Faculty Room at 7:30 A.M. for breakfast. At 8:00 A.M. Beverly Asbury, University Chaplain and Director of Religious Affairs, will speak and then answer questions. Club membership for the year is \$2 which you can bring when you come.

Thank you Donna Halliburton in Medical Illustration for hand-lettering the new club name tags.

The **UNIVERSITY NETWORK LUNCH** group will gather at the Hill Student Center, Dining Room 1, on the Peabody Campus, Noon-1:00 P.M. on Wednesday, December 18. For all women staff and faculty. Bring your lunch or buy it at the cafeteria.

WOMEN'S CENTER TEE SHIRTS are available for \$8. Quality weight cotton/poly, light blue with dark blue letters which read "VANDERBILT WOMEN'S CENTER" on the front and "A Woman's Place is Everyplace" on the back. To order by campus mail call 322-4843.

PAYCHECK DISPARITY

Poll Finds Support for Comparable Worth:

Seventy-nine percent of the 1,010 American workers polled by the National Commission on Pay Equity believe that *equal pay for work of equal value, or comparable worth, is needed to cure disparities in pay between men and women*. Overall, while 69 percent of the respondents said that, as a rule, women in this country are not paid as well as men, more than 3/4 said teachers as a group are generally underpaid. Nurses and clerical workers also were cited as bearing the brunt of wage gaps, the commission found. When asked to name the primary reasons for wage gaps between male and female workers, nearly a quarter of those who responded said the leading cause for pay differences was discrimination against women. The next leading cause was that "men make the rules."

—*University Women*, March 1985

"Comparable worth . . . declares that salaries should be based on the skill, responsibility, and the value of an employee. Comparable worth is commonly identified as an issue of most importance to working women. Traditionally, a 'woman's job' such as secretary, librarian, and nurse pays less than a 'man's job' such as truck driver,

warehouse worker, or repairman.

"At its essence... comparable worth stands for justice. It might, to some, seem forced and unnatural, but that is simply because the discrimination that it wants to eliminate is so thoroughly rooted in this society and its marketplace.

"It may be years before comparable worth is common practice, but, as a concept, its time has come. And as an ideal, it is long overdue."

—*The Tennessean*, Sept. 1985

Discrimination against women students and faculty persists in universities throughout the country, and women's job opportunities in academia are still limited.

"Consider the facts:

- Just 10 percent of all full professors are women.
- Only half of women faculty members have received tenure, while 70 percent of male professors are tenured.
- Women college and university faculty members earn an average of 17 percent less than male faculty."

—*Am. Assoc. of Univ. Women*
September 1985

What They're Saying About Nashville

It does seem that Nashville has received more exposure in national slick publications recently, including feature articles on Tish Hooker, Governor and Honey Alexander, and Victoria Jackson (see *Women's VII*, Oct. '85). This is in addition to the usual P.R. on country music stars and power exposure for Fortune 500 businesses (HCA, Third National Corp., and First American National Bank). It seems that news-finders nationwide are beginning to explore our city as a place where things are popping.

The following article appeared in *Savvy* Magazine, November 1985: "Are You in the Right Place? *Savvy* Ranks the Best (and the Worst) Cities for Women on the Way Up." This is not to say that a woman can't succeed wherever she is, but that some environments may help her more than others. *Savvy* ranks Los Angeles and New York "In a Class by Themselves." "The Best" are Atlanta, Chicago, Minneapolis/St. Paul, San Francisco, and Washington, D.C. Nashville comes in as a "Sleeper," and is presented as follows:

Nashville, Tennessee

Population: 500,000

Major industries: tourism, publishing, education, music, financial services

Percentage of employed women who are managers: not available

Number of Fortune 500 company headquarters: 2

Number of women in city government: 4 of 40 on the city council

Number of professional/networking/support groups: 50

While not yet an Atlanta, Nashville is becoming the South's other beacon of opportunity for professional women. Paulette Whitworth, senior vice president in charge of business development at First American Bank, believes the banking industry has set the pace in the Nashville corporate world. She also says that women at the top in Nashville are extremely conscious of helping others up the ladder; she herself has promoted six women at First American.

There are some incredibly successful women business owners who've found the backing and the banking they've needed in Nashville," says Jane Eskind, chairman of the Tennessee Public Service Commission. "There are some amazing success stories here, like Frances Preston, senior vice president of Broadcast Music Inc., and Judge Martha Craig Daughtrey at the Court of Criminal Appeals, the highest woman judge in the state. There are also about four hundred women holding office in the state; women get elected here."

Victoria Jackson, the 30-year-old CEO of Diesel Sales and Service, says one of the last two all-male business clubs opened their doors to women last year—after heavy lobbying. "Nashville is changing," Jackson says. "It's slow, but it's happening."

Women Students and Self Image

After two years of college, women who were top high-school students have significantly lower self-images than do their male counterparts, according to a recent study.

In the study, conducted at the University of Illinois, 81 high-school valedictorians were asked how their intelligence compared to their peers'. While in high school, 23 percent of the men and 21 percent of the women said it was "far above average."

After two years of college, however, while 22 percent of the men ranked themselves highly, only 4 percent of the women rated their intelligence in the highest category.

The responses had no correlation to the students' actual academic performance, according to Karen Arnold, a graduate student who assisted in running the study, which was sponsored by the University of Illinois' Bureau of Educational Research. Terry Denny, professor emeritus of education, directed the study.

"People outside of education ask why this is happening," Ms. Arnold says. "Of course, there are thousands of reasons."

The study also revealed that by their sophomore year in college, women had lowered their career aspirations more than men had.

Female students were more concerned than men about making their careers fit around their family life, Ms. Arnold says. While all of the men planned to pursue careers, only 15 of the 45 women had such plans, she says.

"Women are trying to set their goals and make plans around unpredictable contingencies," such as marriage and having children, Ms. Arnold says. "Where in education they're getting help and support for that, I don't know."

—*Chronicle of Higher Education*
October 1985

From the Eleanor Smeal Report November 1985

CBS, NBC, and ABC television networks have all finally agreed to broadcast the public service announcement prepared by the American College of Obstetricians and Gynecologists about preventing unintended pregnancies. The ads were accepted after a reference to "contraceptives" was replaced.

The National Organization for Women argued that "the networks owe a special public interest duty because of their extraordinary emphasis on sexual themes in entertainment programming and its impact on teenagers."

Given the fact that there are 3.3 million unintended pregnancies each year, a third of them by teenagers, and that a recent Gallup Poll disclosed that 18% of all women and 19% of all men in the age group over 18 believed that using no form of birth control was as effective as taking the pill, broadcasting these ads is clearly a public service.

In the past decade, women elected to the state legislatures have increased by 80%, according to data at the Center for the American Woman & Politics at Rutgers University. Women were 8% of state legislators ten years ago compared to 14.7% now. Their numbers have risen from 604 in 1975 to 1,097 in 1980—but out of a total of 7,461. They are still severely outnumbered by the 6,364 male legislators. Women legislators are 54.1% Democrat and 45.1% Republican.

ANNOUNCEMENTS

Exercise Book

LAST MONTH NANCY RANSOM wrote an article for *Women's VU* about the benefits of simple exercise. Several people have phoned the Women's Center wanting to know how to order the book she mentioned, which has a progressive program of stretching exercises for women and men.

The title is *Introduction to Physical Fitness*, stock #017-002-00144-5. The price is \$2.75 (no shipping or handling). Send your order to:

Superintendent of Documents
U.S. Government Printing Office
Washington, D.C. 20402

You need to prepay with a check or with a credit card (include your account number, expiration date, and signature).

Announcements Et Cetera

VANDERBILT WOMEN'S SPORTS SCHEDULE:
Basketball, Monday, Dec. 2, Tenn. State, 7:00 P.M.; Thursday, Dec. 5, Tenn. Tech., 7:00 P.M.; Sunday, Dec. 29, S.W. Missouri, 2:00 P.M. **Swimming and Diving**, Friday, Dec. 6, Tenn. State, 7:00 P.M.

Events are in Memorial Gym. For ticket information, call 322-3544.

NON-CREDIT COURSE OFFERINGS FOR SPRING:

Vanderbilt Sarratt Center offers studio art and dance classes. Registration is Jan. 13-17. Fees vary between \$10 and \$65. Call 322-2471 for information.

TSU Downtown offers a variety of continuing education evening courses including arts and sciences and career training. Registration is Jan. 2, 3, & 4. Fees vary between \$50 and \$80. Call 251-1523 for information.

Centennial Park offers music, dance, and visual arts and craft classes to adults and children. Registration is Jan. 18 beginning at 7:30 A.M. (go early for best choice of classes). Fees are between zero and \$50. Call 259-6446 for information.

Watkins Institute downtown offers a wide variety of courses, including hobbies and avocations, for personal enjoyment and career development. Registration for winter quarter is Jan. 2 & 3. Most fees are below \$50. Call 242-1851 for information.

STEP-MOTHERS' COFFEE FOR CHRISTMAS SURVIVAL will be Saturday, Dec. 7, 9:30-11:00 A.M., at Family & Children's Service Harding Place area office. There will be a short program, and a support group may form from the meeting. Call 832-9220 for information.

WOMEN, POWER, & SEX IN THE 21ST CENTURY is a conference sponsored by the Center for population and Family Health of Columbia University and Planned Parenthood of N.Y. City. The first national forum that brings together the leadership involved in mediating the change resulting from women's ability to control fertility.

After the conference a task force will review the proceedings and send its report to participants and key legislators and public officials. Call 322-4843 for information.

SOUTHEASTERN WOMEN'S STUDIES ASSOCIATION CONFERENCE: "Women, Responsibility and Power: In the Sciences, in Society and in the Arts." Feb. 28-March 2 at U.N.C. Greensboro. Call for papers and presentations. Deadline: Dec. 18. Call 322-4843.

WORKSHOP ON WOMEN IN THE CURRICULUM, May 29-30, and **RESEARCH INSTITUTE ON RACE AND GENDER**, June 21-27. Both offered by the Center for Research on Women at Memphis State University. Call 322-4843 for information.

FELLOWSHIP OPPORTUNITIES: The National Research Council plans to award 35 *Ford Foundation Postdoctoral Fellowships for Minorities* in selected disciplines. Application deadline is Jan. 17.

The Woodrow Wilson National Fellowship Foundation offers 45 *Charlotte W. Newcombe Doctoral Dissertation Fellowships* designed to encourage original and significant study of ethical or religious values in all fields. \$8,000. Application deadline is Dec. 20.

Call 322-4843 for information.

A SHINING EXAMPLE by Claudia Devaux

Marketing Engineer
Cupertino, California

In my haste to make an unexpected business trip to Rochester, New York—and pack clothes from my California wardrobe that would be suitable for eastern winter weather—I didn't have time to polish a pair of very scruffy-looking boots. On the way to the airport I worried out loud about this to my husband, who suggested that I use my layover in Chicago to have them shined at the airport's shoeshine stand. This seemed like a perfect solution—until I arrived at O'Hare and followed the signs marked "Shoeshine," which led me straight to the men's room.

Edited by Joan Anderson

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.

For newsletters sent to non-student, off-campus addresses there is a \$3.00 fee for ten monthly issues through June 1986. Please make checks payable to Vanderbilt University Women's Center.

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