



# WOMEN'S VU

VANDERBILT UNIVERSITY

January 2004, Volume XXVI, Issue 5

## The Margaret Cuninggim Women's Center Celebrates 25 years!

On Monday, December 2nd, over 150 people gathered at the Chancellor's residence, *Braeburn*, to pay tribute to the remarkable contributions that have marked the 25 years since the founding of the Women's Center. Some of these accomplishments include the creation of the Child Care Centers here on campus, as well as the Family Leave policies that were enacted in the 1990s. The Women's Center strives to meet the needs of the women and men on campus, and newer programs, such as the federally-funded Project Safe, have educated hundreds on the impact of sexual assault and domestic violence. The Center provides programming to enrich women's lives, such as the Creative Life Group, various book groups, Vandy Moms, as well as special events and programming throughout the year. For more information, please consult our events calendar on page 5, or visit our website at [www.vanderbilt.edu/womenscenter](http://www.vanderbilt.edu/womenscenter).



Chancellor Gee shares a fond moment and a laugh with Linda Manning, Director, during the reception honoring the 25th anniversary of the Women's Center. (Photo courtesy of Creative Services)

## Vanderbilt University Campus Child Care: *a brief history*

by Nancy A. Ransom

In 1980, when the Women's Center Advisory Board and I established a task force to study and make recommendations for a campus child care center, the issue of employer-sponsored, on-site child care was not new to Vanderbilt. In fact, as the task force quickly discovered, three official reports had been prepared for consideration by the Chancellor during the prior decade. These carried high costs, which at the time were beyond University priorities. What was different in 1980 was the presence of the Women's Center and the public advocacy for child care on campus as well as in the nation at large. The context within which these events occurred extended beyond the campus. Higher education across the country was responding to legal and social pressures for new policies to accommodate women's rights and, in particular, equal opportunity with major social institutions. The decade between 1968 and 1978 saw critical federal initiatives and, at Vanderbilt, the first women's studies courses in addition to establishment of the women's center.

In 1968 President Lyndon B. Johnson issued an Executive

Order requiring implementation of the Civil Rights Act of 1964; significantly, the President's first Executive Order, issued in 1967, did not include "sex" among the criteria for discrimination, even though the Civil Rights Act of 1964 did. Thus, the 1968 Executive Order was a revised version and reflected pressure brought upon the President by women's organizations to include sex discrimination among the criteria for non-discrimination initiatives..

A second incentive for non-discrimination in higher education came about with the passage of the Education Amendments in 1972. This bill called for eliminating discrimination based on sex in all educational pro-

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## NOMINATION DEADLINE FOR MARY JANE WERTHAN AWARD IS JANUARY 30TH

The deadline to submit nominations for the *Mary Jane Werthan Award* is January 30th. This award is given annually by the Women's Center to honor an individual who has contributed to the advancement of women at Vanderbilt. It is named in honor of Mary Jane Werthan, the first woman member of the Vanderbilt Board of Trust. Nominations should be sent in the form of a letter addressed to Linda Manning, Director, and any supporting materials should be included. **Please send your nominations to the Women's Center at 316 West Side Row, 37235.** Past honorees have included Dr. Ronnie Steinberg of the Women's Studies program (2003), Gay Welch, University Chaplain (2001), Gary F. Jensen, Professor of Sociology (1997), Nina Gove, Professor of Slavic Languages & Literatures (1993), and William A. Jenkins, Vice Chancellor for Administration (1990).

### Let YOUR Voice be Heard!

We welcome volunteers to assist us with programming, flyer design, receptions and bulk mailings. If you are interested in volunteering your time and talents at the Women's Center, please call 322-4843.

**We'd love to have you!**

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## Women's Center presents Eileen Wallach's "Perceptions in Visual Healing"

This month the Women's Center gallery will exhibit the paintings of Tennessee artist, Eileen Wallach. Originally from the New York/Pennsylvania area, Ms. Wallach now resides in Craggie Hope, TN with her husband and two black labs. She holds a Bachelor's degree in Physical Education, Health and Education from the University of Tampa, Florida.

After graduation, Ms. Wallach began her professional career as a phys. ed. teacher in an independent day school, yet followed greater professional opportunities in the non-profit, social service industry, working at the Wilmington Jewish Community Center in Wilmington, CT. She later moved to Nashville to work as the Recreational Services and Camp Director for the Gordon Jewish Community Center.

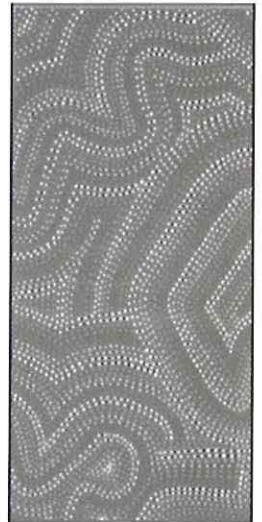
Eileen states that her artistic work started simply as therapy. When she attended a women's spirituality gathering 15 years ago, she was asked to find something from the earth and then create art from it. She claims that only "after reaching down and touching the earth, [did she] believe the true connection to my tribal desert spirit took place."

She shares this about her painting:

*"My painting usually starts with a color idea, bold contrast and a multitude of lines. They are hard and soft or sexy and frigid. My paintings are the fuel consumption of all my personal feelings, thoughts and powers. One painting can consume hours of self-meditation and that is why I only create one piece at a time. There is a powerful connection between the canvas and me. I invite the people drawn to my work to touch it, engross themselves into the power that excites them."*

Although not formally trained as an artist, she has attended many different types of art classes throughout her lifetime. After 20 years of managerial and teaching positions, she decided to pursue her artistic career and started a company called "dot2dot" for the commission and sale of her artwork.

The exhibit of Ms. Wallach's work will run from January 12 to February 29th. For details on the Artist Opening Reception, please refer to page 6.



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## A Brief History of the University Child Care Center

*continued from page 1*

grams that received federal funds. Shortly after the Education Amendments bill was passed, a coalition of women's groups filed law suits against all of higher education as well as specific colleges and universities for sex discrimination and demanded that such discrimination be eliminated.

This was the national climate when a student suggested to Professor Susan Wiltshire that a women's studies course be offered at Vanderbilt. With unprecedented speed, the course was put together and offered for the first time in 1972. At the time, there were very few women on the faculty and few of them were tenured. Women did not hold high positions as non-

academic staff. With the exception of the School of Nursing, no woman had held a position as dean of a college. Quotas on the proportion of women among students in all schools had been policy throughout Vanderbilt's history. It was a small group of women representing these three categories who petitioned Chancellor Alexander Heard in 1972 to look into the status of women at Vanderbilt. The Chancellor appointed a Commission on the Status of Women at Vanderbilt in that year. (Copies of the Commission's Report are available at The Margaret Cuninggim Women's Center library and include a history of its origins.) When the Commission submitted its Report in 1976, two priorities led the list of recommendations: (1) the creation of a women's center and (2) campus child care. The Women's Center was founded in 1978. Initially, the work of the director and advisory board closely followed the many very specific recommendations of the Commission. But it was not until 1980, when the Women's Center had gained a solid footing within the University community, that the Advisory Board and I felt ready to take on the issue of campus child care. Our obvious and stated bias was that a campus child care center was long overdue at Vanderbilt, and there was little if any opposition to the principle of a child care center. The problem facing the University was cost within the context of many competing priorities.

We therefore proceeded after extensive discussion to examine the earlier studies already in print, all of which had been rejected because of the enormous costs. We then examined campus child care at several other colleges and universities. We explored available child care within relatively easy distance of the campus, and we conducted a survey on campus to determine need.

The Child Care Task Force was composed of volunteers from faculty, staff and student bodies. The work of the Task Force was aided by experts on campus and in the community with extensive experience with and knowledge of early childhood education and care. The one special expense, which the University funded at my request, covered the cost of printing a long questionnaire that volunteers distributed throughout the University community. The questionnaire was designed and the results analyzed by two specialists, both of whom volunteered

their services. It was significant that so many very busy professionals and students were sufficiently committed to the goal that they willingly gave their time and talents.

In the fall of 1981, approximately a year after the Task Force had been established, it submitted its report to the new Chancellor, Joe B. Wyatt. Chancellor Wyatt's prior employment had been at Harvard where there were several campus child care centers, so the idea of campus child care was familiar to him. In any case, Chancellor Wyatt did not take long to study and accept the recommendations of the Task Force. He designated Jeff Carr, Vice-Chancellor for University Relations

and General Counsel, to implement the recommendations, and the rest, as we say, is history.

### The Rest of the Story

*by Diane R. Neighbors*

Once the proposal was approved, then the fun began. Dr. Earline Kendall served as a member of the Peabody faculty and had established several child care programs throughout her career. She was asked by Vice Chancellor Carr to spearhead the development and establishment of the child care program. At that time I was a doctoral student at Peabody and was directing the early childhood program at the Nashville Jewish Community Center. Previously I had worked with the Appalachian Regional Commission to establish child care centers in western North Carolina.

Our task was to create a new department within the University including job descriptions, budgets, operating policies and procedures, purchasing supplies and equipment, recruit and hire staff, enroll children, and secure a location. After looking at several potential properties in the Vanderbilt area, the decision was made to renovate an office building on the Peabody campus. The facility had served as the preschool building for the Peabody Demonstration School which later became University School of Nashville.

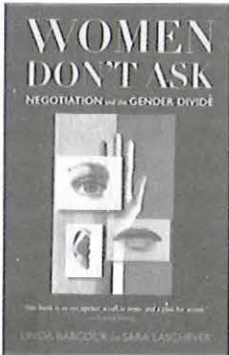
After the organizational work had been completed the decision remained as to where within the University the Child Care Center should fall administratively. Employer-supported child care programs were relatively new at that time and traditionally campus child care programs took the form of laboratory or demonstration schools. Some colleges and universities were moving more towards placement of students in the community rather than in on-campus programs. There was some concern related to the potential subsidy needed to sustain the child care program and most schools and departments were a bit leery of the possible liabilities. Rather than incorporating the Child Care Center in Human Resources or Peabody College, the program became a part of Student Affairs. Johan Madson served as Associate Provost of Student Affairs and

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## A new book examines women's fear of negotiation; Albright's and Clinton's biographies reviewed



While women have clearly made great progress in the business and academic worlds in recent decades, they still earn less than men in comparable positions and are much less likely to be promoted. In

*Women Don't Ask: Negotiation and the Gender Divide* (Princeton University Press, 2003) Linda Babcock and Sara Laschever illustrate how fear of negotiation keeps women from asking for promotions, opportunities, and raises. The writers show the consequences—for women and the rest of society—of women's reluctance to ask, and illustrate how this situation can best be remedied.

For this study Babcock, a professor of economics at Carnegie Mellon University, and Laschever, a journalist, interviewed over 100 women and men in the United States, Europe and Great Britain. Their book "is an examination of how our culture—modern Western culture—strongly discourages women from asking for what they want." Men are more likely to ask for what they want, to receive it, and to feel that they deserve it.

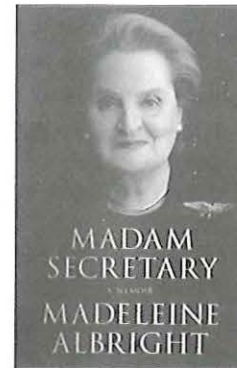
A recent study of new graduates with master's degrees from Carnegie Mellon University showed that the average starting salaries of the men were almost \$4,000 higher than the starting salaries of the women. Fifty-seven percent of the male applicants had negotiated for more money while only seven percent of the women had done so. Many women do not realize that they can negotiate salaries and raises and request promotions and opportunities. They assume that good work will be rewarded fairly and rarely realize that their male colleagues have

negotiated for and received higher salaries or have asked for promotions.

According to the researchers, women are likely to be happy with lower salaries as they have lower expectations for themselves. Sex roles learned in childhood and reinforced throughout life are critical in forming our attitudes and expectations. Women tend to focus on the needs of others and are often disparaged if they are direct, aggressive or confrontational. Relationships are more important to women, who are likely to concede in negotiations or arguments with men and who are less willing to risk alienating others.

Babcock and Laschever show how women can conquer their fear of asking and become more comfortable at bargaining. Women negotiate better when they feel that they have some control over the negotiation process and know what difficulties they are likely to encounter. The writers hope that not only will women feel empowered to ask for what they deserve but that everyone will reconsider their ideas of acceptable behavior for females. Women benefit from the fact that in recent years ideas about what constitutes successful negotiation have changed. When it is seen as a collaborative rather than a confrontational process, it becomes more attractive to women and more beneficial to all parties. As well as successfully negotiating for improved positions at work women may feel empowered to ask partners for more help at home.

Two prominent political figures, Hillary Rodham Clinton and Madeleine Albright, have recently produced their autobiographies. Albright's volume, *Madam Secretary* (Miramax, 2003), which she wrote with Bill Woodward, chronicles her life from her birth in

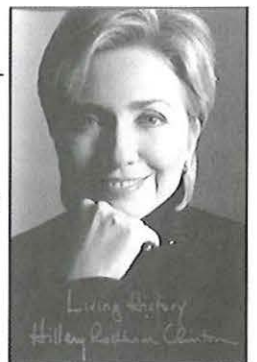


Prague in 1937 to her position as the 64th U.S. Secretary of State under President Clinton. Albright, whose father was a Czechoslovakian ambassador and representative to a United Nations Commission,

moved to the United States with her family at the age of eleven.

Shortly after her 1959 graduation from Wellesley she married newspaper heir, Joe Albright. They had three children before divorcing in 1983. Aiming for a career that would combine her interests in politics and foreign policy, Albright began as a volunteer and fund-raiser in Washington. After earning a doctorate from Columbia University in 1976 she became chief legislative assistant to Senator Edmund Muskie. That led to positions with the National Security Council and the Center for National Policy. In 1993 Albright was sworn in as U.S. Ambassador to the United Nations and four years later became the Secretary of State. That is the highest-ranking position ever held by an American woman.

Clinton's much-publicized autobiography *Living History* (Simon & Schuster, 2003) is the fascinating story of the Senator from New York and the former First Lady. Hillary, who was born in the Midwest in 1947, showed an early interest in politics and first



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## January Calendar of Events

### PLEASE SAVE AND POST

Unless otherwise indicated, all groups are open to all people and are held at the Margaret Cuninggim Women's Center at 316 West Side Row on Vanderbilt University's Campus.

For directions, please consult the map at <http://www.vanderbilt.edu/WomensCenter/contact.html>. For more information, please call 322-4843.

#### DISSERTATION WRITERS GROUP

**When:** Wednesday, January 7, 3:45-5:00pm (Meets the 1st and 3rd Wednesdays.)  
**What:** After a hiatus, the DWG has returned to the Women's Center! It is a group to support through the writing process, as well as to provide critical feedback and goal setting.  
**Who:** PhD candidates who are at the dissertation writing stage. The next meeting is January 7, at 3:45pm. For more information, contact [rory.dicker@vanderbilt.edu](mailto:rory.dicker@vanderbilt.edu)

#### VANDERBILT FEMINISTS (VANDY FEMS)

**When:** Wednesdays in January 14, 21, 28 at 5:00pm (Meets every Wednesday at 5pm)  
**Who:** Specifically for undergraduates (women and men), but open to all.  
**What:** An undergraduate student group concerned about women's issues on campus, and promoting equality between genders. This meeting will be a time of celebration, food and fun! Come de-stress for an hour or so! Contact [jessica.n.heaven@vanderbilt.edu](mailto:jessica.n.heaven@vanderbilt.edu) or [jessica.l.bearden@vanderbilt.edu](mailto:jessica.l.bearden@vanderbilt.edu) for more information. **Or just come to a meeting!**

#### CREATIVE LIFE PLANNING GROUP

**When:** Tuesdays in January, 12:00noon – 1:00 pm (Meets every Tuesday).  
**Who:** A group for all dedicated to living life intentionally and creatively. Open to everyone in the community and is usually attended by women between 40 and 90 years of age.  
**Jan. 6:** Jump start the new year with creative visualization and goal setting, led by Bonnie Brown  
**Jan. 13:** Help Virginia Smith celebrate her 95th birthday! Cake will be served.  
**Jan. 20:** Lunch out at the *Istanbul* restaurant on Nolensville Road. The exact time and directions will be sent via e-mail.  
**Jan. 27:** Book review. The title and the reviewer will be announced via e-mail. For more information, call 322-4843.

#### VANDY MOMS

**When:** Thursday, January 8 and 22, 11:30-12:30pm (Meets the second and fourth Thursdays.)  
**Who:** Working Moms of any age! Women who juggle! Superheroes! Open to all working mothers, partnered or single.  
**What:** A support network that provides advocacy for working moms in the Vanderbilt and larger communities. It also provides programming to inform, empower and enrich. **On Jan 8th, we'll present Laura Hayes, a professional**

*organizer who is also a registered nurse and a mom to three children. She will provide tips to keep our lives organized.* To RSVP, contact [misa.culley@vanderbilt.edu](mailto:misa.culley@vanderbilt.edu) or call 343-4367.

#### BOOK GROUP

**When:** Monday, January 12, 5:15-6:15pm (Meets the 2nd Monday) at an off campus location.  
**Who:** This is a group for anyone of any age who loves to read.  
**What:** This month the group is reading *The Potter's Field*, by Ellis Peters. For more information, contact Jane Du Bose at [jdubose@bell-south.net](mailto:jdubose@bell-south.net). Look on our website for upcoming books under the book group at [www.vanderbilt.edu/WomensCenter](http://www.vanderbilt.edu/WomensCenter)

#### (Newly forming) CREATIVE WRITING GROUP

**When:** Tuesday, January 13 and 27, 5:30-7:00pm (Meets the 2nd and 4th Tuesdays)  
**Who:** Calling all writers of all ages! We are forming a new creative writers group. This group will take new members only until the January meeting, at which time it will become closed. No previous writing experience necessary! Everyone is welcome to come and discover the writer within. For more information, contact [jennifer.hackett@vanderbilt.edu](mailto:jennifer.hackett@vanderbilt.edu) or 322-6518.

#### SISTAHS READING SISTAHS

**When:** Thursday, January 15, 12:30pm - 1:30pm (Meets the 3rd Thursday)  
**Who:** A book group for everyone interested in reading African-American women authors.  
**What:** This month the group will be reading *Watermarked* by Helen Elaine Lee. For more information, please visit their website at <http://home.earthlink.net/~adinkradesigns/index.html> or contact [angela.d.davis@vanderbilt.edu](mailto:angela.d.davis@vanderbilt.edu).

#### LIVING WITH LOSS

**When:** Wednesday, January 21, 12:00-1:00pm (Meets the 3rd Wednesday)  
**Who:** Open to all members of the Vanderbilt and larger communities. Dr. Linda Manning, Director of the Women's Center and Shelly Sowell, Human Development Counseling Masters Candidate will facilitate this discussion.  
**What:** This is a monthly lunch group for those who have lost loved ones or are anticipating the loss of a loved one. This forum provides a safe space for people to share their stories, express their struggles, and connect with others who are also experiencing loss.

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## January Events Calendar

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Bring a brown bag lunch; drinks are provided. Please feel free to email [shelly.sowell@vanderbilt.edu](mailto:shelly.sowell@vanderbilt.edu) for more information or to answer questions.

### WOMEN AND FAITH

**When:** Wednesday, January 28th, 2004 from 6:00-7:00pm

**Who:** This conversation is free and open to women and men of the Vanderbilt community and to the general public.

**What:** Women and Faith, a conversation about women in various sacred texts.

### ARTIST RECEPTION

Eileen Wallach presents her exhibit *Perceptions in Visual Healing*

**When:** Thursday January 29, 4-6pm

**What:** The unique works of Eileen Wallach come to the Women's Center from January 12 through February 29, with an opportunity to meet the artist at this reception. Come to the Women's Center for an experience of visual healing!

**Who:** Refreshments will be served at the reception for the exhibit on the 29th. Free and open to the public.

Call 322-4843 for more information.

### ANNOUNCEMENTS:

COMING SOON!

**Our annual Professional Graduate Q and A!**

The Women's Center and the Career Center will be hosting a Professional Graduate School Q and A. Two to three women who are currently enrolled in each school will be available for

an informal dialogue over refreshments about the application process, the benefits, the drawbacks and the real experience of being a student in a professional graduate degree program. Whether you are considering an application here at Vanderbilt, or are just interested in learning more about what it's like in a professional graduate school in general, come by to get valuable tips and information, and a little something to eat and drink.

3-4pm Divinity School and Human Development Counseling

4-5pm School of Business

5-6pm Medical School and Nursing School

6-7pm Law School

### The Women's Center convenes with other women's groups to commemorate *Roe v. Wade*

On January 22, from 5:30 to 6:30 pm, the MCWC will be joining Nashville NOW at Legislative Plaza on the steps to War Memorial to remember the 31st anniversary of *Roe v. Wade*, which upheld a woman's right to privacy and within that privacy whether or not to choose to have an abortion. For more information, contact [TennesseeNOW@comcast.net](mailto:TennesseeNOW@comcast.net)

## In the Library

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demonstrated leadership skills as a youngster. Like Albright, she was born into a middle-class family and graduated from Wellesley College, where there have always been high expectations for women. Clinton arrived there in 1965, in the early days of the women's movement. When she entered Yale Law School in 1969 she was one of 27 women in a class of 235 students.

Clinton and Albright are friends who have worked together on many occasions and who traveled together to Beijing in 1995 to speak at the United Nations Fourth World Conference on Women. Both women are very committed to women's issues and human rights.



## Announcements

**Better Decisions** teaches decision-making skills to inmates at the Tennessee Prison for Women. A training weekend for new volunteers is planned for **February 7-8** (9-4 on Saturday, 1-4 on Sunday) at Vine Street Christian Church on West End. Volunteers work one-on-one with an inmate/student one hour weekly during the eight-week course, which begins the week of February 23. Graduation is April 12. For further information, please contact the Program Director, Kathy Masulis, at 832-8327, or by e-mail at [info@betterdecisions.org](mailto:info@betterdecisions.org).

**Nashville NOW (National Organization for Women)** invites friends to their meeting on Monday, **January 26th**. For more information, please contact Cynthia Bennett at [TennesseeNOW@comcast.net](mailto:TennesseeNOW@comcast.net)





## A Brief History of the University Child Care Center

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had been responsible for a child care program at another university.

The Center received in-kind subsidy in terms of space, utilities, janitorial services, and maintenance. Other than that the center, like all departments, was expected to operate on a balanced budget with no additional subsidy. Monthly tuition was based on three income levels and admission was based on a first come, first served basis. In terms of budgeting there was not way to predict what percentage of the families would be in each of the income levels or what the anticipated revenue would be.

On opening day, *twelve* children were enrolled. This gave some members of the administration considerable pause. However, the opening had been delayed several weeks due to construction delays and many families were waiting until the center was actually open before giving notice to their child care provider. Within six months, the center was at capacity and had a waiting list. The Vanderbilt University Child Care Center was the first on-site employer-supported child care center in Nashville and was the first employer-supported center to be accredited by the National Association for the Education.

While the initial program was designed to serve 60 two-through five year olds, the need for infant and toddler care became immediately apparent, especially for those families with siblings. In 1983, the Annex building opened as an infant/toddler cottage.

The tiered tuition rates were designed to make child care more affordable, yet the tuition was still beyond the means of some employees and some graduate students. Charlie Allen, a Peabody alumnus, made a contribution to establish the first scholarship fund to provide tuition assistance. This fund was later supplemented by funds from the Staff Council Flea Market.

In the late 1980's and early 1990's, the country was experiencing a nursing shortage similar to the one we are experiencing today. Several area hospitals had established on-site child care programs designed to specifically serve those employees involved in direct patient care. In order to be more competitive in the job market, the Vanderbilt Medical Center made a commitment to open a second child care center on campus that would offer extended hours and reduced tuition rates. Once again Jeff Carr, along with Norman Army and Beverley Coccia, was designated to implement the plan.

The second center opened on November 4, 1990. The program originally offered extended hours, 6 am until 8 pm and was restricted to those employed by the Medical Center. Since the Medical Center provided approximately \$100,000 in annual subsidy, eligibility was limited to their employees. As a result there were two child care programs operating on campus with different eligibility requirements and different tuition rates. One

was known as the University Child Care Center and was open to all faculty, staff, and students. The other served on the Medical Center and offered lower tuition rates.

Three years later, in 1993, the operation of the two centers was consolidated under one administration. However, it was not until 2002 that the two operating budgets were consolidated into one, the tuition rates were equalized, and eligibility restriction were removed.

During 2002-2003, the program was also expanded to serve 50% more children at the site on Edgehill Avenue. The

University committed \$1.9 million to improve and expand the child care facilities. Due to unanticipated construction costs, expansion of the Belcourt site was postponed. Prior to the renovation, the waiting list totaled approximately 300 with 200 of those being infants, toddlers, or unborn.

Today the waiting list is 450 with more than 50% being infant, tod-

dlers, and unborn. The need for infant and toddler care on the Vanderbilt campus is reflective of that in the greater Nashville community and the nation. More women are entering the workforce or are continuing their graduate studies. Currently the Campus Child Care Advisory Committee is exploring options for the expansion of on-campus child care services. Possible locations include the Mama Lere Center, portions of the old Bill Wilkerson Center, and new construction. We are also conducting benchmarking studies to determine what other universities and medical centers offer in terms of dependent care services. Many of those being surveyed were included in the first Task Force Report in 1982.

As evidenced by the waiting list, parents continue to want child care close to their work place so they can visit their child or respond quickly to an emergency or illness. Meeting the dependent care needs of faculty, staff, and students is a challenge to keeping Vanderbilt competitive and in creating an environment that establishes Vanderbilt as the employer of choice.

While the costs of providing child care can seem costly at first glance, the investment in cost effective. It is estimated that for every \$1.00 invested in the provision of quality child care/early childhood education, there is a \$7.00 savings in reduced social costs such as special and remedial education plus reduction in turnover rates and increased productivity. Additionally, the cost of providing child care is minimal in comparison to recruiting and training employees.

Child care is no longer a family or a women's issue. It is an economic development issue that impacts our present and future work force. As stated previously, many of the early premises concerning on-campus child care at Vanderbilt have been proven incorrect. Most of all, the children benefit from a quality child care/early childhood education program. They are ready to start school and ready to succeed.

*"Child care is no longer a family or a women's issue. It is an economic development issue that impacts our present and future work force. Quality child care benefits everyone. Employers are better able to recruit and retain employees. Employees experience greater job satisfaction, reduced stress, and are better able to balance the work and family life."*

*Diane Neighbors, Director,  
University Child Care Center*



**Educating the Next Generation: The Dream Continues**  
**Martin Luther King Jr. Commemorative Series**  
**Vanderbilt University**  
**January 19-27 and February 15, 2004**

**ALL EVENTS ARE FREE AND OPEN TO THE PUBLIC.**

For more information and updates see our Web page:  
www.vanderbilt.edu/mlk/ or e-mail: gay.h.welch@vanderbilt.edu.  
The MCWC is honored to be a member of the MLK committee. For a complete list of committee members and sponsors, please refer to the MLK website.

**JANUARY 19 STARTING AT 8 AM**

**Eyes on the Prize Video Presentation**

*Eyes on the Prize*, the Emmy-award winning series on the American Civil Rights Movement, will be shown throughout the day in the Sarratt Promenade beginning at 8 a.m.

**JANUARY 19 AT 8 AM**

**Martin Luther King Jr. Celebration 2004 - Citywide March and Convocation**, Meet at Centennial Park, West End entrance.

**JANUARY 19 AT 7 PM**

**Remembering a King – Candlelight Vigil**: Benton Chapel, 4444 21st Ave. S.

**JANUARY 20 AT 6 PM**

**Series Keynote Event – King Alive: *Brown v. Board @ 50***  
**Juan Williams, Journalist, Bestselling Author & National Political Correspondent**: Ingram Hall – Keynote Event: Come early for a reception at 5 pm in the Ingram Hall lobby preceding Williams' address.

**JANUARY 21 AT NOON**

**Somewhere Between Hope and Absurdity: Congress and Minority Health**; Room 208, Light Hall, Vanderbilt Medical Center campus

**JANUARY 21 AT 7 PM**

**Concert – Singer/Songwriter Kate Campbell**: Sarratt Cinema

**JANUARY 22 AT 1 PM**

**King: A Celebration of Liberty**: Averbuch Auditorium, Owen Graduate School of Management

**JANUARY 22 AT 4 PM**

**Exposure to Violence: The Science and Some Personal Reflections**: Room 241, Kennedy Center/MRL Building, Peabody campus

**JANUARY 23 AT 1 PM**

**Successful Pathways Through Childhood and Adolescence**: Wyatt Center Rotunda, Peabody College

**JANUARY 27 AT 7 PM**

**Notes of the Past and Present: Composer Daniel Roumain returns to Vanderbilt**: Schulman Center for Jewish Life

**FEBRUARY 15 AT 2PM**

**Lessons of Non-violence: What We Learned in Nashville**  
Nashville Public Library, 615 Church Street

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