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Commission for Women

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Equitable Pay Subject of Session

Equitable pay will be the subject of a question-and-answer session with top UTK administrators at the next Commission for Women Open Forum, May 10, noon, Room 226-7, University Center.

Executive Vice Chancellor for Business, Planning and Finance Homer Fisher, and Associate Executive Vice Chancellor for Business, Planning and Finance Edward P. Bennett will answer questions submitted by the Commission, and then they will answer questions from the audience.

The interview will focus on salaries and promotions for non-exempt staff personnel. Mr. Fisher and Mr. Bennett will be asked to address such issues as a lack of promotion opportunities for clerical workers, a lack of merit pay, the philosophy that determines pay scales for technical and clerical employees, and the idea of establishing a procedure for non-exempt personnel to evaluate their supervisors.

The forum is free and open to the public.

Survey Shows Rank/Sex Contrast

Of the 1,004 fulltime regular faculty members at UTK, 796 of them are male and 208 are female, according to a 1983-84 survey by the U.T. Office of Institutional Research.

Of these, 387 men are full professors, while 31 women are full professors. Put another way, 93 percent of full professors at UTK are male; seven percent of full professors at UTK are female.

Associate professors number 340, of whom 266 are male and 74 are female. Or, 78 percent of associate professors at UTK are male; 22 percent of associate professors at UTK are female. The numbers equalize somewhat at the assistant professor level, with 143 men and 103 women holding this rank.

Flood Lights Will Improve UC Plaza Safety

Flood lights have been installed on the University Center Plaza, along the walkways leading to Stokely Management Center, and on the upper and lower stairwells of the Stokely Center. Eighteen globe lights that extend north/south on the Plaza have been changed to high intensity mercury vapor fixtures that will increase lighting in that area 500 percent.

The lights are on a timer that turns them on at dusk and off at dawn.

Following complaints expressing concern for safety, both from falls and from attacks, members from The Commission for Women toured the area and submitted proposals for improvement to the Physical Plant.

Areas for which the Commission still hopes to obtain improved lighting include those around the Humanities and Social Sciences Building, the stadium, and the west campus residence halls.

High School Pupils May Use Libraries

Knox County and Knoxville City high school teachers believe about 20 percent of their students would benefit from access to libraries such as those maintained by the University of Tennessee. About 80 percent of the teachers expressed a desire to have access to UTK library resources.

These are findings from research conducted by Angie LeClercq, associate professor and Head of the Undergraduate Library. She will present her findings at the Centripetals Faculty Luncheon Series, May 10, noon, in the University Center Executive Dining Room. Her talk will focus on a research grant she and Dr. Ernest Brewer, College of Education, received from the Council on Library Resources, Washington, D.C., to develop a model for high school access to academic research libraries.

Mrs. LeClercq will describe the model she is setting up with two area high schools—Farragut and Bearden— for honors students and those in advanced placement programs to use UTK facilities.

Centripetals is a luncheon series sponsored by the Office of the Provost primarily for faculty, but open to anyone. It is designed to encourage "significant and substantive" conversation among faculty members about creative work and research they are doing in their respective fields.

Luncheon is $5. It is possible to attend the lecture only for no fee. Reservations may be made by calling Karlene Rodriguez, 974-5261, by May 9.
Interview With George Wheeler

UT’s new provost, George Wheeler, met with the Commission for Women and others last month to answer questions about issues of particular interest to women on campus. Below is a transcript of portions of that conversation.

Q. How did you first come to be aware of what is currently known as women’s issues?

A. About 27 years ago I married a graduate student from Yale University who was getting her Ph.D. in anthropology. I very quickly learned that it was dreadfully important for her psychological welfare to have some kind of chance to use that professional training. It became perfectly clear to me over the years that if women want to have some kind of home life and a professional life, all of us must make some accommodations. Believe me, I haven't missed the impact of what you're interested in.

Q. A disparity exists between the salaries of male and female faculty members at all levels. Can this be corrected?

A. This year is a time to attempt to make some improvements in that situation. As you know, the State Legislature has approved Governor Alexander’s educational bills. It now appears quite clear that the University will receive from the state something in the neighborhood of 13-17 million dollars in new money. The bulk of that money, probably around nine million dollars, will go into salary increases for faculty and staff. I have already indicated to the deans that they should view some of this money for salary increases as a way to make adjustments in inequities. We cannot tell you at this time what will be the policy with respect to the distribution of raises. To some extent, we will have to be guided by the decisions of the state legislature. But we have begun to draft proposals for the use of that money that would deal with inequity problems. I assure you we will not eliminate all of them this time. But it is important that we do what we can to make a very careful distribution of that new money this year because there is no evidence to believe that we will get this kind of an increase next year.

Q. Less than 10 percent of full professors at UTK are women. Most of these are in nursing, education and home economics. There are similar statistics for other ranks. Can UTK alleviate this under-representation?

A. I think there is not a major institution of higher education in the United States in which that statement isn’t true, but it may be a little worse than the average here. What can we do about it? Well, I'm going to have to tell you right off in the beginning that we're not going to alleviate it by promoting a lot of unqualified women to be full professors. That simply is not going to happen. It's not in your interest. It's not in the interests of the University. What we have to do, of course, is look very hard to make sure that we identify carefully and do promote the women who are qualified. We'll do that to the best that we can. If my data are correct, there has been a substantial improvement in the hiring of women as a percentage of the new hires. I hope that is true, and I will try to make sure that it continues. The other thing is to promote a number of women in the lower ranks. In time we can alleviate the problem by filling the ranks properly with the right people. One of the problems, one that should concern us, is the fact that certain kinds of disciplines are very seriously under-represented from the very beginning. That is particularly true in the hard sciences. As you may know, I am a physicist by training, and believe me, it is hard to find a woman physicist to hire. There aren't very many of them. Why? Not because they can't be physicists. Everybody knows that. The reason is that somewhere back around the fifth grade they get discouraged from being in the hard sciences. They get talked out of it by their parents, by television, and by their teachers that the hard sciences and mathematics are too hard for them. That is something we should all address.

Q. There is a fear, especially in some non-tenured faculty women, that prevents them from teaching controver-

sial subjects, taking an unpopular stand on a public issue, and disagreeing with senior colleagues. What can you do to allay that kind of fear?

A. I'm sorry to say that this is true. I don't doubt that there are cases in which a department head or colleague would discriminate against a woman on this basis. What I can do and will do is, if I get my hands on a documentable case, I will prosecute it to the limit. It must be a documentable case before I can move on it. I have absolutely no sympathy for that kind of thing, and I will do everything I can to remove it. The message to you is that you have to be willing to go into print; you must be willing to write it down; and you must be willing, if necessary, to appear at a hearing and make statements. It is precisely because of the fear talked about here that women don't like to come forward and be in print. But the only way we can help you is if we get it written down.

Q. Will you establish a parttime administrative position for a faculty woman in your office?

A. The answer is no. I will establish a fulltime position of assistant provost in my office that will be a term, rotating appointment of a nominally three years. The first incumbent in that position will be a woman member of this faculty. I haven't picked her yet, but that is what I intend to do. I am not go-

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Results In; Networker Gets a Facelift

A survey of Networker readers has led to the new look of this issue and provided numerous ideas for future issues. The survey, conducted by the editor in February, consisted of interviews with four separate focus groups: female faculty members, staff personnel, students, and representatives from the Commission for Women.

Interviews were led by specially trained moderators unaffiliated with the publication. The discussions centered around three broad topics: format, content and distribution. Panelists were asked to consider everything from overall appearance, to subjects covered, to credibility. Questions included: Is Networker reaching its audience? Is frequency or timing a problem? Should there be a separate publication devoted to news and issues for women only? If so, should this publication be sent to men as well as to women? Is the publication focusing on subjects that most concern its audience?

The two-hour discussions led to numerous insights into issues that concern the publication's three audiences. Faculty women said the uppermost issues for them were tenure, promotions and salaries. For staff women, it was the lack of career advancement opportunities. For students it was career options and how to mix a career with a family.

Sexual harassment, campus safety and rape awareness were three issues that cut across the concerns of all women.

The majority of panelists expressed a strong preference for a typeset publication that uses photographs. Size and length of the newsletter were generally thought to be satisfactory. Comments concerning color of the paper and name of the publication were inconclusive and require more studies.

Some participants liked short, factual articles. Others wanted in-depth, interpretative pieces. Some called for a strong editorial posture or advocacy role by Networker, others preferred that it offer many points of view or no point of view. Some said they were interested only in local news; others said they liked news of women's issues on a national or international level.

All groups said that a publication dedicated to covering subjects of special interest to women was needed and wanted. All groups suggested that Networker publish more frequently. There was some debate whether Networker should include men on its distribution list. Top male administrators receive Networker, and male students have access to the publication from newsstands. Some suggested expanding that male audience to include deans, heads of department and other male administrators and professors who would likely share the information with female advisees and employees.

Findings cannot be generalized to a larger audience because the sample was small and not randomized. But they will help Networker identify broad spectrum of its positive and negative attributes, and they will aid in planning future research.

The Commission for Women began publishing Networker in 1982 as a way to improve communications among female students, staff and faculty affiliated with the University. Readers' comments and suggestions are welcome and may be sent to Networker, Room 332, University Center.

Women's Ad Image

Is advertising fair to women? How much should consumers tolerate ads that unrealistically glamorize women? And what can we do about it? These are questions that will be examined at the next Focus on Women series, May 9, noon, University Center Crest Room.

"Women in Advertising Today" is the subject UTK Ph.D. candidate Katherine Milo will explore through visuals and a lecture covering trends from the late 1800s to the present. Ms. Milo is on leave from her post as assistant professor of public relations at California State University, Chico.

The presentation is sponsored by the Commission for Women. Bring lunch. Dessert and beverage will be served for $1. Call 974-3455 for reservations by May 7.

Panel to Explore Herpes Concerns

A panel discussion on "Herpes: The Disease and Its Impact" will be held Wednesday, May 23, noon, in Room 203, University Center.

Panel members will be Corinne Bell, psychological examiner, Leonard Miller and Associates; Dr. Larry Hudson, dermatologist; Dr. Abraham Breitsstein, psychologist; Erskine Ausbrooks, Health Department; and a Knoxville resident who is a victim of herpes.

The discussion is part of the "Focus on Women's History" Brown Bag Lunch Series being sponsored by the Women's Coordinating Council. It is free and open to the public.

Alpha Lambda Delta Rechartered

On April 16, the UTK chapter of Alpha Lambda Delta was reinstated and received a new charter. The last class initiated was in 1976. The 150 initiates were awarded membership by Dr. Louise McBeth, national president of Alpha Lambda Delta, who commended the students for their superior academic achievement.

Honorary members receiving membership included Gail Clay, director of the University Center; Dr. Susan Becker, associate professor of history; and Dr. Suzanne Kurth, assistant professor of sociology; and Dr. Dale Goodfellow, professor of nursing. A reception honoring the initiates followed the ceremony.

Alpha Lambda Delta encourages and recognizes superior scholastic achievement among freshmen. It "promotes intelligent living and a continued high standard of learning, and assists women and men in recognizing and developing meaningful goals for their roles in society."
Dr. Amie Fetcher at the UT Veterinary Teaching Hospital is one of perhaps two dozen female veterinarians in the United States who have specialized in the treatment of food animals—that is, cows, pigs, sheep and goats. She is the only woman who is Board Certified in her specialty, a credential earned by passing a rigorous three-part examination given once a year in New York by the Veterinary Practitioners Board.

The youngest of four and the only daughter of a Colorado rancher, she spent her youth "on the tractor and in the barn." She believes such a background is essential to a successful career in veterinary medicine. "Some of my students come to me from urban environments," she said. "The closest they've been to working with animals is reading James Herriot's books. They have a fantasy that is far from the truth, and they rarely make it."

Dr. Fetcher says veterinary schools are looking for students who have had working experience with animals, and who have maintained at least a 3.2 GPA in undergraduate studies heavy in the sciences especially microbiology, chemistry or physics.

Dr. Fetcher earned a bachelor's degree in microbiology from the University of Wyoming. When she decided to enter vet school she recalls that her parents were supportive, but some of her advisors were less enthusiastic. "It was more of an attitude than anything they said specifically," she said. "I got the message, and I was discouraged." For a while she considered a more traditional career, such as teaching or translating, concentrating on her interest in the French language. Co-workers during a summer internship gave her the extra boost she needed to follow through on her interest in veterinary medicine.

During her interview at Colorado State University, she remembers being asked by a skeptical interviewing committee, all male, what she would do if she had to examine a large bull. "I told them I'd find someone to help me. Anyone would need help with a big bull. You can't be too proud to ask for it if you need it."

She was admitted. It was the early 1970s and women were just beginning to enter the so-called "non-traditional" fields in numbers worth counting. Eighteen women graduated in her class of 96 students. Each year the number of women has increased until today, according to Dr. Fetcher, about 50 percent of veterinary medicine students nationwide are women.

When Dr. Fetcher graduated, she went home to Steamboat Springs, Colorado. For two years she enjoyed a private practice in small animals, a specialty favored by female veterinarians. But that wasn't her first interest, so she reentered school at Washington State University for a residency and Master's Degree in food animals. In 1982 she accepted a position on the UT faculty, where she is the only woman among 15 doctors in the Department of Rural Practice.

At 33, Dr. Fetcher is not ready to coast on her accomplishments. Her latest goal is a Ph.D. in veterinary epidemiology, the study of population medicine. She has a two long-range objectives: to become involved with the international programs that are studying ways to improve world food supplies, and to work with the epidemiology teams just forming in the United States that identify regional problems related to livestock production or disease.

It's an ambitious future that Dr. Fetcher charts for herself. When she focuses on the conflict women still face of combining such a career with marriage and family, she says: "I hope someday to have a family, and I expect there will be some compromises. It seemed important to earn certain credentials and experiences before I could say that."

In general, is veterinary medicine a good field for women? "Those who are just getting out of school are having a rough go of it, male or female," she said. "There are fewer jobs available than there were 10 years ago. The financial rewards are less than one might think. There is a general feeling among practitioners that we're producing too many veterinarians."

Meanwhile, she concluded, on the positive side, women are forming at least half of all veterinary classes now, and veterinary schools are providing programs that encourage their students to go into other areas besides private practice, such as research, public health, toxicology and epidemiology.

Referral Center Is Boon To Researchers

The National Referral Center, Library of Congress, maintains a computer-based inventory of 13,000 organizations willing to provide answers to questions. The referral service will direct you to the appropriate source of information. This is a free service and could be a blessing for anyone working on a term paper, thesis, dissertation or other research project. The Center can be reached at Ten First, S.E., Washington, D.C. 20504, telephone 202-287-5670.
Professor Studies Women In Non-Traditional Careers

Women who choose non-traditional careers are more likely to be only children, the first born child, or have no male siblings. These are generalizations suggested by research being done by Michael Betz, UTK Associate Professor of Sociology.

His study into non-traditional occupational choices includes data collected from five fields: veterinary medicine, pharmacy, elementary education, nursing, and engineering.

He said women choose non-traditional career roles, especially in the “male citadels” of law and medicine, usually have a father who invests his daughter with a great deal of the philosophy “you can do anything — just go out there and do it.” It does not mean necessarily that the daughter had a mother who worked outside the home, but it does suggest, Dr. Betz said, that the relationship between this father and his wife wasn’t out of the same traditional mold either.

The woman who chooses a non-traditional role is more likely to come from a higher socio-economic status background than her male-choosing counterpart. That is, a woman who chooses engineering is likely to come from a higher status background than a man who chooses engineering. On the other hand, a man who chooses a non-traditional occupation—nursing, for example—is likely to come from a lower socio-economic background than a woman who chooses nursing.

Dr. Betz said men and women do not forfeit their gender roles when they enter non-traditional fields. “Women who go into engineering are not, as many probably think, brusque, husky, technical females. And men who go into nursing or elementary education, contrary to come people’s expectations, are not unmasculine. The big change is the redefinition from the larger society of what is appropriate for males and females to do.”

Part of the problem, he said, is living past a generation that has a very fixed and rigid notion that certain qualities — such as aggressiveness in woman or nurturing in men - must be suppressed if one is to be successful.

At the same time, he said, traditional stereotypes of qualities that are associated with being feminine or masculine are breaking down. There are more acceptable behaviors for both genders.

Earlier studies on this subject he added, suggest that non-traditional occupational choosers tend to protect their gender identity by specializing in a sub-area of the field which either (a) surrounds them in a homogeneous gender subculture (for example, male nurses who specialize as nurse anesthetists or as industrial nurses) or (b) allows them to shed the general label of the occupation (male nurses who do not have to wear the uniform).

Specialization is one way they cope with stress. Another is to surround themselves, not with a random assortment of whoever is out there, but with people who share their view of the world. They build themselves a strong support system.

Dr. Betz said women represent about one-third of all medical and law students today. Women in engineering number about 10 percent. Veterinary medicine and pharmacy have undergone the most dramatic changes with about 50 percent of student bodies today being female.

Osborne To Talk On “Plato’s Feminism” At Initiation Banquet

“Plato’s Feminism” will be the subject of a keynote address by UTK Associate Professor of Philosophy Martha Lee Osborne at the annual initiation banquet of Eta Sigma Phi, the Classics Honoray Society.

About 25 undergraduate students who have completed one year of Greek or two years of Latin with a GPA of 3.0 or above will be welcomed into the society at the banquet, to be held May 22, 6:30 p.m., in the University Center Executive Dining Room.

Business Students Promote Careers

This is sixth in a series of articles on networks for women in the Knoxville area.

The UTK chapter of Phi Chi Theta, the women’s business fraternity, marks its 60th anniversary this June. The national organization, which numbers 31,000 members in 80 collegiate and 22 alumni chapters, exists to promote business education for women and to encourage cooperation among women preparing for careers in business.

The local chapter has 53 members. Any woman student enrolled in the College of Business who has maintained a 3.0 GPA is eligible for membership. Contact President Corinne Rutty (522-8202) or Vice President Jana Holt (974-2865) for more information.
Female Managers

Beware Of Your Smile

Women, as has been noted, are damned if they do and damned if they don't. In this case, the double bind involves smiling.

Two years ago, Carl Camden, a communications professor at Cleveland State University, and Carol Kennedy, a nursing professor at Ohio State, completed a study of men and women who work together—teachers, counselors and such. And one thing the researchers found was: "Women smile more, and women are perceived (by their peers) to be less-effective managers."

There seemed to be a correlation between the smiling and the perception of ineffectiveness. Mr. Camden and Miss Kennedy noticed, for example, that "When the women smiled, they were interrupted a hell of a lot more than men were when they smiled."

This nonverbal behavior (smiling) gets women into trouble, the researchers concluded, because males tend to respond to it the way they would respond if the women were at a party or in another social setting rather than just trying to do their jobs.

Mr. Camden and Miss Kennedy are doing a new study, and one of their findings is that the truly effective manager—e n v e a female manager—isn't a sourpuss.

Mr. Camden and Miss Kennedy this time are studying nurses in management positions. The researchers divided their mostly female subjects into two groups, the first consisting of nurses who deal with underlings in a stereotypically male, "task-oriented" way and who evince little interest in employees' personal problems or job satisfaction. The second group of managers are nurses who are more stereotypically feminine in handline people—more nurturant, more concerned about keeping employees happy, maybe even more inclined to smile.

And here, it is clear, people who work for these "feminine-style" managers are happier, more productive and, perhaps, more inclined to return a big broad smile.

Mr. Camden concludes: "There's no rational basis for making women act like men. That just makes the white, middle-class males who dominate corporate America more comfortable."

Mary Williams; Reprinted from The Wall Street Journal, Feb. 18, 1984

Plans Progressing For WICI Chapter

Talks continue toward forming a local chapter of Women in Communication, Inc. (WICI), an international organization of women and men in print and broadcast journalism, public relations, advertising, publishing, photojournalism, and communications education.

A representative from Knoxville attended the organization's Southeast Regional Leadership Conference in Atlanta last month to learn requirements for establishing a new chapter.

Planning sessions will be held throughout the summer to set up programs, speakers and membership drive. Current plans call for an organizational meeting in early fall with WICI regional leaders as keynote speakers. Membership will be open to both professionals and students in the field of communications. Anyone who would like to participate in the planning sessions or know more about the organization may call Nancy Hild, 693-8791.

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ing to promise that the position will always be filled by a woman. I will be very pleased if you choose to make suggestions to me. I hope to be able to announce that appointment by the end of the spring quarter.

Q. Women faculty members in many cases have wished that they had time for research in order to upgrade their vitae so they would be competitive for promotion. One factor that seems to be a deterrent to that is that some of the areas where women traditionally teach have very heavy teaching loads. Is there any way that you know of for us to break through so that women would have the possibility of lighter loads so they could be doing research?

A. We are aware of that problem. It exists in several of the colleges, as you say, primarily where the bulk of the women faculty are located. Yes, we will try to deal with the problem. It is going to be a ratcheting process where we get some resources and can give some of the women with heavy teaching loads some relief. Then the faculty will permit us in one way or another to generate more resources that will permit the next step.