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Commission for Women

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Women Slow To Rise in "High Tech" Jobs says Stanford Study

It is still overwhelmingly men who fill the managerial and professional jobs in "high-tech" computer fields, while women tend to fill the clerical and production slots, according to a new Stanford University study.

The study cited slight gains for women in highly technical fields, but showed that, in engineering for example, two percent of advanced technology companies engineers in 1970 were women. And a decade later, in 1980, the figure had risen to only five percent.

The study also shows that when "high-tech" women do hold jobs equal to the men's, they don't receive the same salary. Female computer specialists, Stanford reports, received 72 percent of the men's wages.

Two factors should be considered when reading these statistics said Jim Froula, head of the national engineering honorary society, Tau Beta Pi, which is headquartered at UTK.

They are the numbers of women available to fill these high-level positions, and the length of time they have been in the workplace.

"Good female engineers are heavily recruited," said Froula. "And you don't recruit them by paying them less than the men. But if you compare average salaries for all men, to average salaries for all women, the figures will show that men are higher paid. Many of the men have been in their positions for 20-30 years. Most of the women have been in their positions for 5-10 years."

Froula said about 14 percent of engineering graduates nationwide in 1984 were women. Companies who want to increase their representation of women are beginning with, and continue to work with, a very low base.

"Even if 50 percent of all the engineers they hire in a year are women, it doesn't increase their overall percentage that much. It's coming up slowly," he said. Max Wortman, UT professor of management, said he believes part of the problem is that women tend to go into "staff" computer positions in research and science labs, or in personnel, marketing and finance departments, rather than aiming for "line" positions that deal directly with the delivery of the company's goods or service.

"If you've got control over the personnel and budget that are involved in producing the company's product, then you've got power," he said.

The statistics may be influenced by the term "computer specialist," which could include data entry personnel, said David Straight, UTK assistant professor of computer science. These people are often secretaries who have received some additional training and have moved into computer work, but they are not highly-skilled computer scientists. This could account for the high numbers of women in the so-called clerical slots in advanced technology companies, he said.

Straight added that about 45 percent of UT computer science graduates are women, and "I would be very surprised and disturbed to find there is any noticeable difference in salaries received by our male and female graduates."

Conference To Promote Advancement Of Women In Academic Leadership

UTK will host a conference Nov. 8, Room 226-7, University Center, for women in educational leadership positions and for those who want to advance in educational administration.

"In Celebration of Women in Educational Leadership" will run 8 a.m. to 5:15 p.m. It will be followed by a reception and dinner at the UTK Faculty Club.

Featured speakers will be Dr. Ann Meek, supervisor of Knox County Schools; Dr. Dorothy Olshfski, assistant professor with the UTK Bureau of Public Administration; Dr. Carol Furtwengler, assistant commissioner, Tenn. Dept. of Education; Floretta Dukes McKenzie, superintendent of Wash. D.C. public schools; Dr. Norma T. Mertz, associate professor in the UTK Dept. of Educational Leadership; Marti Richardson and Margaret Massey-Cox, both with the Knoxville/ Knox County Teachers Center; Henrietta Grant, assistant principal, Oak Ridge High School; and Shirley Underwood, acting supervisor, Knox County schools.

Sponsors of the event are the UTK College of Education, the UTK Dept. of Educational Leadership, Mid-Atlantic Appalachian Race Desegregation Assistance Center, and the Southeast Sex Desegregation Assistance Center.

The fee is $15. For more information, and reservations, call 974-2214.

Book Discussion To Focus On Male vs. Female Morality

Carol Gilligan's "In A Different Voice" will be the topic of Phi Beta Kappa's Fall Book of the Quarter discussion.

Kathleen Emmett, associate professor of philosophy, Cheryl Travis, associate professor of psychology, and Karl Weddle, assistant professor of human ecology, will lead the discussion Nov. 21, noon, University Center, room 226-7.

Gilligan's book is a rebuttal to Lawrence Kohlberg's 20-year study measuring moral development of Chicago youth. His conclusion was that men reach a higher morality than do women.

Gilligan's subsequent study, using a new set of questions, concluded that men tend to think of morality in terms of abstract justice, while women consider moral issues in terms of "caring."

The discussion is free and open to all UT faculty, staff and students.
Meet the 1985-86 Commission for Women

The Commission for Women is appointed by the Chancellor each year to advise the administration concerning issues of specific interest to UT women. The Commission has dealt in past years with such issues as safety, harassment, promotions, tenure, salary equity and day care. This year’s Commission, composed of 30 women and men representing staff exempt and non-exempt personnel, faculty, graduate and undergraduate students, are:

Judy Webster, Chair of the Commission and Head of the Library Monograph Dept. General questions regarding the purpose and activities of the Commission should be addressed to her. Telephone 974-4431;

Jerry Askew, Dean of Students. His concerns as a Commission member will focus on sexual harassment and rape prevention. Telephone 974-3179;

Linda Burton, Manager of Personnel Training, Research and Organizational Development. She will focus on providing training programs for professional development of faculty and staff. Telephone 974-6657;

Gail Clay, Director of the University Center. She is especially interested in implementation of the Affirmative Action Plan and enhancing the visibility of women on campus. Telephone 974-3455;

J. Otis Cochran, associate professor of law and Chair of the Commission for Blacks. He is interested in the problems of Black women and in bringing the Commissions for Women and Blacks closer together. Telephone 974-6627;

Joan Cronan, Women’s Athletic Director, is especially interested in Title IX situations. Telephone 974-4275;

Gwendolyn Fuller, law student. Telephone 525-9333;

Greer Fox, Head of Dept. of Child and Family Studies, is interested in child care issues and the problems of women functioning in multiple roles; Telephone 974-6316;

Janice Friebaum, graduate student in Botany and a member of the UT Women’s Coordinating Council. Telephone 577-4583;

Nancy Goslee, associate professor of English and Director of Graduate Studies in English. She will concentrate on problems of women graduate students and part-time employees. Telephone 974-6933;

Lucy Hamilton, assistant director, Student Activities. Her interests lie in upgrading women’s leadership skills and in student outreach. Telephone 974-5545;

Jeanette Jennings, assistant professor, Graduate School of Social Work. Her attention will be on aging as it relates to women in poverty, and income-related issues as they relate to aging. Telephone 974-7512;

Marcia Katz, associate professor of nuclear engineering. She is currently in Washington, D.C. as a Congressional advisor and will return to UTK in January. Past interests with the Commission have involved building a network for women graduate students, especially in the sciences, math and engineering. Telephone 974-5048;

Susan Kemppainen, financial aide counselor, whose work on the Commission will focus on pay equity, providing increased visibility for the Commission and providing better representation for mid-administrative staff women in policy making. Telephone 974-3131;

Shannon Rae Kinney, senior in the College of Liberal Arts and chair of the Issues Committee. She will seek to include more women’s issues in programs sponsored by the Issues Committee, telephone 974-4097/5455;

Suzanne Kurth, associate professor, Sociology Dept. Her concerns focus on sexual harassment and women’s Studies. Telephone 974-6021/7029;

Nicole Lepoutre-Baldocchi, senior library assistant, is concerned with improving conditions for non-exempt staff, and comparable worth. Telephone 974-6908;

Helen Mays, Office of Minority Affairs. Telephone 974-4756;

Naomi Meara, professor of educational and counseling psychology, whose concerns with the Commission have focused on faculty and staff in-service training. Telephone 974-5146;

Tricia McClam, associate professor human services. She is interested in salaries and equal employment opportunities for women. Telephone 974-4331;

Martha Lee Osburne, associate professor of philosophy and Chair of Women’s Studies. Her interests are problems with promotion and tenure. Telephone 974-2409/7212/3255;

Eleanora Overbye, instructor, Dept. of English. She wants to increase student participation in the CFW and improve employment conditions of permanent part-time personnel. Telephone 974-6951;

Charlene Rice, employment manager, Personnel Dept. Concerns include personnel-related issues and promotional opportunities for non-exempt staff. Telephone 974-6642;

Debbi Moberly Schraber, Director, Student Orientation. She will focus on acquaintance rape prevention and awareness, leadership styles, and improving promotion opportunities for women. Telephone 974-2435;

Tina Shackelford, graduate student, telephone 637-5237;

William Shurr, professor of English, is interested in finding out how women can have a "clear and fair shot" at job openings. Telephone 974-6935;

Beverly Sweeney, graduate assistant, Office of the Registrar, is concerned with campus safety and improving promotion opportunities for women. Telephone 974-1498;

Maxine Thompson, conference coordinator, Dept. of Conferences, is interested in highlighting women’s achievements, helping to organize professional development conferences of women, and day care for staff members’ children. Telephone 974-5261;

Wylene Vrba, administrative assistant, College of Liberal Arts. She is interested in day care and improving promotion opportunities for women. Telephone 974-4561;

Max Wortman, professor, College of Business Administration, is concerned with advising women how to select career patterns that will lead to advancement. Telephone 974-3161;

CWF Meetings are Open to Public

The Commission for Women meets the first Thursday of every school month at noon in the University Center. The public is invited to attend these meetings and to bring issues of concern to the commission’s attention.
by Nancy Hild

Linda Davidson is UTK Director of Development, a position that makes her one of the administration's highest ranking women. Her office is responsible for soliciting private gifts to the University. Last year it raised $8.7 million for academic programs, faculty salary supplements, and scholarships.

Davidson also has a home in the suburbs, a husband (Mike is associate professor of Food Technology and Science in the College of Agriculture) and two children, Laurel, 8, and Holly, 5.

She represents, as well as anyone, the new breed of professional women who struggle with the multiple roles this lifestyle demands. Like many of her peers, Davidson says she didn't foresee or plan for the society in which she now finds herself challenged to survive.

Graduating from the University of Idaho in 1973, where she majored in political science, Davidson dimly set her sights on the foreign service. She gave up an internship in the Idaho governor's office to do it. Just as her husband completed his master's degree, Davidson landed a position as administrative assistant in the vice president's office at the University of Minnesota.

While her husband earned a doctorate, Davidson worked for the Washington State alumni office, conducting the school's direct mail fundraising appeal. Unwittingly, for three years she groomed herself for the career she never expected to have.

In 1979, her husband accepted a teaching position at UTK. Davidson, now pregnant and the mother of a two-year-old, quit her job and moved to Knoxville. When their second child was six months old, the couple decided to buy a house. The realities of the 80's were unrelenting: without two incomes their homeowner's goal was a distant dream.

This time Davidson held firm to one thing. "I'd grown a lot since those early days after graduation," she said. "I decided if I was going to work, I wanted a career, not just a job."

She had experience in only one thing — fundraising. So she found out who the chief fundraiser was at UT and asked for an appointment. "It was a happy set of circumstances that a position was available, and I was qualified to fill it," she recalled.

Davidson was hired in 1980 as Assistant Director of Development, a position she refers to as "entry level" despite its title. In that role she raised $3 million to complete a National Endowment for the Humanities challenge grant for the College of Liberal Arts.

"We exceeded our goal by $600,000," she said.

Three years later she applied for and was named Director of Development, a demanding job that requires much time away from her family.

"When the baby was six months old, I might not have been able to do it," she said. "But I find myself adjusting my career aspirations to coincide with the stages of my family's growth."

Davidson admits that in her two-career family, there is not a 50-50 split with household responsibilities. It still falls upon her to prepare the meals, find the babysitters, and launder the clothes. A cleaning lady helps out once every two weeks, but Davidson feels uncomfortable bending to this necessity.

"It has to do with coming from a traditional background with ideas about what a woman's role should be," she said. "I'm living in a different world from the one I started in, and certainly from the one my mother grew up in. Maybe the problems I'm having with guilt are that I'm imposing 50's and 60's values on myself, and on the children I'm raising in the 80's."

Davidson disagrees with doomsayers who predict downfall of the American family as more young mothers enter the workforce. "I know of couples with children, the father is more involved with the family than ever before. With both parents actively parenting, I think the family is strengthened. In our family, for example, we usually have about three hours together each day, and we are very possessive of that time."

The children, she says, lend balance to a life that otherwise would be consumed with corporate fundraisers and annual gift-giving statistics. She is proud to point out that UT alumni have an unusually high statistical rate of giving — 23 percent, as opposed to the average 14 percent. All the money raised through her office is used for academic purposes, she said, with Chairs of Excellence and scholarships being on-going priorities. She said a major focus in the future will be the new library and expanded programs for various colleges. She specifically mentioned the College of Engineering.

When asked if there was ever a conflict between accepting much needed donations and maintaining the University's academic integrity, she said occasionally her office will reject donations because "they are not in the school's best interests. This usually involves gifts of real estate, she explained.

"There are amazingly few problems with people attaching strings to their donations," she said. "Sometimes they have specific ideas of what they want us to do with their money, but when we explain the needs of the University and the reasons why their requests cannot be honored, most people are very receptive to our suggestions."

As to whether men or women are the more generous, Davidson sees absolutely no gender correlations. "It is no easier to convince one sex or the other to contribute," she said. On a positive note, she concluded that giving, overall, is going up every year, a reflection, she believes, of a trickle-down effect from the State Legislature's increasing value on higher education.

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Managers to Attend Gatlinburg Seminar

A management leadership workshop will be held in Gatlinburg, Dec. 4-6 for exempt employees. UT administrators and faculty members will lead discussions on such topics as management styles and effective meetings. The fee is $75. Call 974-6657 to register.

Workshop Provides Tips on Telephone Techniques

A workshop on Telephone Techniques will be held Nov. 7, 9 a.m. - noon in Alumni Hall. The sessions will cover good telephone manners, habits, and tips for handling irate callers. There is no fee. Call 974-6657.

Aerobic Classes Now Free

The aerobic exercise classes sponsored by UTK Personnel Training that once cost a dollar per session are now free. Sessions are held Monday, Wednesday, Friday 12:10 p.m. - 12:50 p.m. in Room 7, Alumni Gym. Female and male staff, faculty and graduate students are eligible to participate. Showers and lockers are available. Classes are led by Titus Williams, who is with Personnel Training and holds a degree in physical education.

Minority Women’s Support Group To Meet

The Minority Professional Women’s Support Group will meet Nov. 19, 6:30 p.m. at the Holiday Inn, World’s Fair site.

The group, which formed last March following a series of interviews with minority professional women on WUOT radio, meets the third Tuesday of each month for dinner and a program.

For more information, contact Jacqueline Jones, 974-5375.

Craft Sale Set

The UTK Personnel Dept. will sponsor its annual Arts and Crafts sale Nov. 19, 11 a.m. - 2:30 p.m. in the University Center Ballroom. All faculty and staff members and their families are eligible to participate as vendors. No food items may be sold. To reserve a table, call 974-6657 by Nov. 12.

GED Review Sessions Available

GED review sessions are held every Wednesday, 1-2:50 p.m. in Alumni Hall for employees who do not have a high school diploma and who want to prepare for the GED exam. Sessions cover reading, math, social studies, writing, and science. There is no fee. Call 974-6657, to register.

Writers needed for Women’s Greeting Cards

The Maine Line Company, Rockport, Maine, is seeking freelance writers who can humorously express the contemporary women’s point of view in greeting cards. For guidelines, call 1-800-624-6363.

Workshop for Managers Designed to Increase Work Motivation

A workshop for managers who want to increase the productivity of their employees will be held Nov. 5, 9 a.m. - noon at the UTK Training Center, Alumni Hall. The discussion will center on ways to increase the work motivation of those they supervise. There is no fee. Call 974-6657 to register.

Public Relations Subject of Clerical Seminar

A seminar for the professional development of clerical employees will be held Nov. 12, 8 a.m. - 4:30 p.m. in the University Center. The annual seminar sponsored by Personnel Training, will focus this year on University public relations policies and goals. The fee is $35, including lunch and all materials. Call 974-6657 to register.

Booklet Offers Tips On Sexual Harassment

A new booklet is available called “Stopping Sexual Harassment, A Handbook: What is it? How to stop it.” It deals with using the grievance procedure, the courts and the law. And it discusses methods of organizing on campus to recognize and eliminate sexual harassment. The booklet, by Elissa Clarke, is published by the Labor Education and Research Project of Michigan, and is available for $2.50 by writing PO Box 2001, Detroit, MI 48220.

Computers Now Used To Scan Documents For Sexist Language

Bell Laboratories has created a computer program that can identify sexist language in a document and offer alternatives. The sexism check is one of a 29-part writer’s aid package called the Writer’s Workbench.
Health Centers For Women Are Plentiful in Knoxville

Health services for women in the Knoxville area are numerous and varied. But finding out where they are and what they can do for you is often time consuming and confusing. Below is a list of some of these clinics and services.

Birthright. First floor, St. Mary's Hospital, 522-5973. Office hours, 9-2, Monday-Friday. A national organization formed in 1968, this office is staffed largely by volunteers who provide counseling to women with an unwanted pregnancy who do not want an abortion. Services include free pregnancy tests, referral advice to counselors, and other support functions. No fee.

Crisis Pregnancy Center of Knoxville. 710 17th St., 637-2229. Hours, 9-6, Monday - Friday. This is a locally organized and funded ministry which provides alternatives to abortion. It is governed by a local board of directors representing a variety of churches. Services include pregnancy testing, referrals to counseling services, referrals for medical care, social services, legal aid and job placements, housing for homeless clients, clothing for mother and baby, referral for childbirth and parenting classes. No fee.

East Tennessee Women's Clinic. 1501 W. Clinch Ave., 637-4240. Hours, 9-5, Monday - Friday. Services include pregnancy testing, pregnancy termination, pelvic exam, pap smear, VD testing. The clinic is staffed by one physician, two nurses, and a lab technician. Fee for pelvic and pap smear is $35. Pregnancy terminations are $200-$400.

Fort Sanders Comprehensive Breast Center. 6th Floor, Fort Sanders Regional Medical Center, 1901 Clinch Ave. 971-1524. Opened in January, 1985 with nine surgeons, five nurses. Hours are by appointment Monday, Wednesday, Thursday 8-5. Services include educational film about breast care, nurse instruction on breast self-exam, mammograms, and multi-disciplinary panel consultations. Fees for initial exam range from $20-$30. A mammogram is $85.

Knoxville Center for Reproductive Health. 1547 W. Clinch Ave., 637-3861. Services include pregnancy testing, abortion counseling, first trimester pregnancy termination, tubal ligation, vasectomy, breast exams, pelvic exams, infection checks, and birth control services. Pregnancy testing done Monday - Friday 9-4. No appointment is necessary. Other family planning services and exams are Monday-Friday, 9-4 by appointment only. The Center was opened in 1974. It is staffed by three nurse practitioners and one physician. Urine pregnancy test is free, blood pregnancy test is $20.

The Knoxville Breast Center. 1111 Northshore Dr., Suite 324, 584-0291. Opened May, 1983 with one female doctor and a staff of six. Hours are by appointment, 8:30-5 Monday-Friday. Services include a library of educational print materials and videotapes, breast physical exam, instruction in breast self-exam, mammography, ultrasound breast exam to diagnose cysts and other benign lesions in dense breast without biopsy, and other procedures designed for early detection and diagnosis of breast problems. Fees vary and are not available for publication.

Knoxville Rape Crisis Center. 300 Main Ave. in the old Outpost Use Bldg., Room 221, 522-4745. Office is open Monday-Friday 8-4:30. Services include 24-hour crisis counseling (hotline number is 522-RAPE), medical information, hospital accompaniment, legal information, court accompaniment, resource library, and speakers bureau.

Planned Parenthood of East Tenn. 109 Northshore Dr., Suite 101, 522-0191. Hours are Tuesday 10-6, Thursday 9-4, and for birth control only, Friday 9-4. Services include annual examinations, contraceptives for males and females, pregnancy testing, pap smears, breast exams, treatment of infections, VD testing, sickle cell and rubella screening, consultations for special medical problems, and counseling. Services are provided by a staff of family planning nurse practitioners and registered nurses. A private physician serves as volunteer director. Fees are based on a sliding income scale, and are free to persons at or below the poverty level.

Volunteer Medical Clinic. 313 Concord St. in the Tyson Medical Complex, 522-5173. Hours, Monday - Friday 8-6, Saturday 8-1. A new pelvic-exam-only clinic is Wednesday 4:30-7 p.m. Services include pregnancy testing, pregnancy counseling, abortion, pelvic exams, birth control. The clinic is staffed by a doctor and nurse practitioners. Pelvic exam is $35, with pap smear, $45. Pregnancy test is free. Pregnancy termination is $225.

Park West Hospital Breast Screening Center. Radiology Dept. at Park West Hospital, 693-7828. Hours, 7:30-4. Services include a videotape on self-breast examination, physical exam of breast by technologist with a doctor present, mammography, and if needed, ultrasound exam. The Center was opened in Sept. 1984. All-inclusive fee for an initial visit is $99.

Westside Women's Clinic. 6221 Kingston Pike, 584, 8606. Hours, Monday - Friday 12 noon - 9 p.m. Services include routine physical exam, breast exam, family planning consultations for all gynecological problems, cancer screening procedures, obstetrical care and delivery, and consultations for infertility. The clinic was opened in Jan. 1984, and is owned and operated by Dr. J.W. Sim, who formerly had a private practice in Newport, TN. Fees range from $20-$30 plus lab services per office visit.
Women's Studies Program Moves Into New Quarters

The Women's Studies program has moved to a new, larger facility at 2012 Lake Ave. The move followed an announcement last Spring that the program had expanded to include a major in Women's Studies. UTK is the only school in Tennessee to offer this degree.

The 10-room building houses faculty offices, conference rooms, a reading room, and space for the Commission for Women and Networker. A kitchen and lounge will be used to host receptions for speakers.

The Center is open daily 9 a.m. - 4 p.m. Telephone number is 974-2409.

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Women's Studies Winter Schedule

2015 "Images of Women in Literature: Fiction, Poetry, Drama." T Th 8:55 a.m. - 10:50 a.m., Libby Jones.

3010 "Emergence of the Modern American Woman," T Th 12:10 p.m.-2:05 p.m. Georgia Shurr


3435 "Philosophy of Feminism," MWF 11:05-11:55, Martha Lee Osborne.

4430 Women's Health, MWF 11:05-11:55, Velma Pressly

Your Input Makes "Networker" Work!

Do you have a news item or announcement that would interest UTK women? Have you published a work, received an award, achieved a goal that might inspire other female students, faculty or staff to similar accomplishments? Is there an issue relating to women you'd like Networker to explore? Call Nancy Hild, 693-8791 or 974-4739.