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Commission for Women

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Marital Rape Bill Is Defeated

The marital rape bill introduced into the Tennessee Legislature by Senator Steve Cohen, a Memphis Democrat, was narrowly defeated in committee April 9 by a five-for-six-against vote. It needed six votes to pass.

Cohen said he plans to reintroduce the bill next year. "I will probably continue to do this until I can pass it," he said, "but it's going to take an active role by women's political groups and those involved in running abuse centers to accomplish some kind of change."

About 20 states have already passed a marital rape bill, according to Cohen. The proposed bill would eliminate the existing exemption in Tennessee law that now reads: "A person does not commit rape or sexual battery or assault with intent to commit rape or sexual battery . . . if the victim is his or her legal spouse unless the couple is living apart and one of them has filed for separate maintenance or divorce."

Cohen's bill would not treat marital rape with the same consequences as rape outside marriage. But it would make the assault a felony punishable by imprisonment for one to five years.

Cohen speculated the bill failed because some Legislators fear there could be false charges, or it could be used as leverage in divorce proceedings or child custody proceedings.

Those voting in favor of the bill included Bill Owen, Democrat from Knoxville. The one woman on the committee, Annabelle Clement O'Brien of Crossville, voted against the bill.

Major In Women's Studies Approved

The Faculty Senate has given a green light to a major in Women's Studies, making UT the first school in the State to offer this degree program.

The program will become effective in June and the first student to complete the major will graduate in August.

Students who choose this major will actually be majoring in cultural studies, with a concentration in women's studies, which explains why the program does not require final approval from the Board of Trustees.

"People have been majoring in cultural studies with a concentration in Afro-American studies or urban studies for a long time," said Martha Lee Osborne, Chair of the Women's Studies Program. "Now it is possible to do so with a concentration in women's studies."

Students who major in women's studies will graduate with a BA degree from the Liberal Arts College. The curriculum is divided into three major areas: Women's Heritage, which includes history courses; Contemporary Issues, which includes philosophy and health; and Literature and the Arts.

 Majors must take at least one course from each of these areas. They are encouraged to concentrate in one area with at least 12 hours.

 Students have been able to minor in women's studies since the program first began in 1974. Last year the move began toward establishing a major. There are 25 faculty members in women's studies teaching about two dozen courses. A course in religious studies will be added to the curriculum next year.

 Students at this time may not earn a graduate degree in women's studies at UT, but eight courses in the program have been approved for graduate study. Efforts are underway to establish a graduate major.

According to Everywoman's Guide to Colleges and Universities, only two schools in the country offer doctorates in women's studies. Twenty offer a master's degree. Of 384 institutions evaluated in a recent survey, about 48 percent offered some form of a women's studies program. Only 24 percent offered a major in women's studies.

In Tennessee, Memphis State and Middle Tennessee State offer minors in women's studies.

Workshop Set For Women In Management

A workshop on Women in Administration will be held June 26 and 27 at the University of Virginia Center for the Study of Higher Education.

The workshop is designed for college faculty, department chairs, directors and deans who aspire to mid-and upper-level management positions in higher education. It will focus on management skills and behavior of administrators.

Seminars will include talks on research about differences in professional goals between men and women; on special problems and challenges women face in management positions; on personal or professional attributes necessary for image-building and for communication; on relationships with superiors, peers and subordinates; and on goal setting.

Registration is $185. Deadline is June 1. Contact UVA, Dept. of Conferences and Institutes, PO Box 3697, Charlottesville 22903, Tel. 804-924-7141.
Search For Influence:
The Minority's Rising Voice

Powerful people. Even the phrase is controversial. It stirs up concepts of one person controlling another, of forcing opinions on others, of intimidation. Many would argue it connotes a structure more appropriate to the corporate or political world, rather than to the decentralized UT community.

Like it or not, say others, it's the name of the game, and women had better get used to it. Men refer to it all the time—and they know exactly what they mean. For them, powerful people are those who control budgets, who can hire and fire people, who can make policy decisions.

With that working definition, Networker set out to answer the question: Where are the powerful women at UT?

"I must say I don't think there are enough of them," Provost George Wheeler said, adding he didn't like the word powerful. There are a number of women who are "influential," he said. "But it is obvious that this institution has not been as aggressive as it might be in terms of hiring women and minorities. It takes a long time to change attitudes. We're trying to get there."

Chancellor Jack Reese periodically updates a list of women in significant UTK administrative positions as one way of monitoring the progress of affirmative action at the university. The list currently contains 41 names. Heading it is Betsy Creekmore, Associate Executive vice-chancellor for Business. Anne Hopkins, Assistant Provost, is serving a three-year temporary appointment. Marla Peterson is Dean of Research.

Outside the central campus administration, the other powerful line is deans of colleges. There are presently two women deans: Nancy Belck, Dean of Home Economics, and Sylvia Hart, Dean of Nursing.

Seven women hold the rank of associate or assistant dean: two in the central office (Graduate Studies and Student Conduct), two in the College of Law, two in the College of Nursing, and one in Home Economics.

The remaining 29 women listed in notable administrative posts hold titles of Department Heads, Directors, Assistant Directors, Coordinators, and Managers.

There has never been a female President, Chancellor, or Vice-chancellor of UT.

"We can mention an associate vice-chancellor and a vice provost, but as long as women are in secondary positions, working under several other people, always males, that is not what one usually means by power. Power resides in the number one spot," Martha Lee Osborne, professor and chair of Women's Studies, said.

According to statistics compiled by Norma Mertz, former director of the Souttheast Sex Desregation Assistance Center, 27 percent of the UTK administration is composed of women, and 26 percent of the full-time faculty are women. She says only five percent of these are full professors or in what could be called powerful administrative posts.

"If you talk about real power, there is little to none held by women at UT," she said.

"One thinks of power resting in the administration," said Osborne. "Among the faculty, we tend to think more in terms of prestige. Who are the Nobel prize winners? Who are the internationally-known scholars? Who would attract good graduate students?"

She said when she came to UT in the 1950s there were more distinguished women scholars than today. "We seem not to be able to hold onto women who show promise," she said.

Salaries are one problem. It is widely acknowledged that salaries for women faculty are lower on the average than those of their male counterparts. Reese said salary equity has been a major emphasis of the administration in recent months.

For others, it is more than money. It is an environment where women feel they can't flourish. There has been little attempt to nurture the talents that are here, they say.

"The way the system appears to operate for anyone who gets ahead is that someone takes that person under his or her wing. Competence has never been enough," Mertz said. "For a variety of reasons, men seem hesitant to assume this nurturing role for women. Some speculate it has to do with a difficulty they may have in drawing the line between the social realm and professional realm."

According to Wheeler, the problem is not really discrimination or perceived relative ability. It's a matter of supply. He says any long-term solution of the problem has to come from equalizing the numbers of women in the talent pool. With the faculty being roughly three-quarters male, there is only a one-in-four chance that a qualified woman will be available to move into higher administrative positions.

In some fields, such as physics, it is very difficult to find women at all.

"That doesn't mean we shouldn't be actively and aggressively looking to find women to fill the upper positions," he said.

Students benefit when more women are visible among faculty and administrators, Student Government President Al Williamson said.

"When a female student sees only white males as deans and administrators, or when they go to class and the majority of times they see a white male professor, that must discourage them from setting high goals for themselves," he said.

Williamson added he didn't think female students were prepared for the discrimination they may face when they enter the workforce. But he added that changes were obvious among the undergraduates.

"I wouldn't mind working for a woman or a man, as long as I get a job. I think this is a typical attitude on this campus among the guys. It's the older generation that has a problem working with women. As our generation gets older, the attitude towards hiring women will be quite different."

Advice often heard is that women need to strengthen their vitae, and know how to write vitae so that they have done comes out sounding right; women need mentors and should not hesitate to seek them out; women must apply for higher positions when they become available; women must support each other; and men and women must continue to bring to the attention of the administration the many talented women who are available.
The appointment of Phil Scheurer last month to the post of vice-chancellor for student affairs sparked widespread comment among the faculty and staff concerning its implications for the future of affirmative action and potential for advancement of women at UTK. The chair of the Commission for Women, Mary Jo Hoover, and commissioner Olga Welch resigned in protest over the appointment. Others closely linked to the cause of promoting women for leadership positions within the University had this to say:

"It isn't just this one appointment, although much will focus on this one. It is the whole of the thing over the past decade when the words have been one thing and the actions have been something else. We are getting some powerful messages from the administration that those in power will not willingly give it up. Six positions in the last 18 months have come open, and they were all filled with white males. Even when they say they are committed to affirmative action and equity, it doesn't get us anywhere.''

--Norma Mertz
Former Director, Southeast
Sex Desegregation Assistance Center

"I don't think affirmative action has seen a setback because a qualified woman was not selected for this position. Affirmative action is an accumulative effect, of always looking for the option. It's not reasonable to expect to win every bout. Obviously there was a broad spectrum of opinion of who was best qualified. I do think it is terribly important to continue asserting the need to increase the representation of women at this institution. I support that fully. And women must apply for jobs when they open. It seems so basic, but it needs to be said again and again. We advertised nationally for this position and only eight women applied for it. Only one was qualified enough to be among the finalists.''

--George Wheeler
Provost

"If I understand what equal opportunity is, it means if you have fully qualified male, female and black candidates, then the black or the female has to be given the nod. One would assume that the thorough and considered review that had gone forth in the search process would carry some weight. It seems like we worked for three months for very little. There are so few times when an upper administration position becomes available, and there are so many white males already in administration.''

--Marian Moffett
President-Elect Faculty Senate and Member of the Search Committee

"There are things being done for women on this campus. For example, they are working on the equalization of salaries. The problem is that too little is being done too slowly. I know there are areas in which it is difficult to get women, such as in the natural sciences and technical fields, but I don't think it is so hard to find them at the entry levels. They should concentrate on bringing women in at these levels and provide opportunities for them to rise."

--Martha Lee Osborne
Chair, Women's Studies Program

"I hope this is a temporary set-back, not something that will have long-term impact. Having been here as long as I have, I have seen tremendous progress in opportunities for women. Granted there is still a long way to go. It is a slow, evolutionary process, where some people would like to see it be more of a revolutionary process. It is hard to measure attitude change, and that is where it's happening right now. This must have been the longest search in the history of the University, and I don't think I've ever seen anyone agonize over a decision the way Reese did over this one.''

--Gail Clay
Chair of the Search Committee

"Women's performance in the classroom, their research record, their work on committees is going to do them more good than making noise. We have a situation where 74 percent of males who are full-time instructional faculty have tenure, and only 49 percent of full-time female faculty have tenure. This is partly because the men write the reports and vote. It is partly because women haven't gotten the word about what it takes to get promotions and tenure. The men have been mentored. Gradually the women are receiving that advice. You aren't going to make it by being nice or by being a good teacher alone. Women have got to provide a good network system for one another.''

--Madge Phillips
Member, Commission for Women

"I think there has been an over-reaction to an appointment to a single position. This position became vacant very suddenly. There were unfinished agendas within the Division of Student Affairs. There were tensions from many different sources. Some of the unfinished business involved action about the location of the Admissions and Records Office, and about the student recruitment process. There is an internal debate about the direction we are headed with the student data base, a very complex topic. When it came time for me to make a decision, I simply felt it was in the best interest of the university to go with the experience and competence that has been in existence for the past year. It was an attempt to make sure that these programs were preserved, that there would be the least amount of disruption possible. Ultimately I made the decision by trying honestly as I could to determine whether or not it was likely to move in there, work with the rest of the staff, get things done, and work on overall improvements. At the same time I am acutely aware of what the university needs to do concerning affirmative action. What we must do as an institution is address ourselves to the issue of appointment of women to the administration in a very concentrated way.''

--Jack Reese
Chancellor

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Support Group For Bulimics Forms

Studies Show Bulimia May Be Rising To Epidemic Proportions Among College Women

A support group for women who suffer from the eating disorder bulimia has formed at Child and Family Services. Group members meet Tuesdays from 5:30-7 p.m. at 114 Dameron St. under the leadership of a recovering bulimic patient and Child and Family Services counselor Mary Ann Comas.

Called CARE (Choices About Recovery and Eating), the group formed to offer support and information about developing alternatives to the binge-purge cycle of eating.

Bulimia is a relatively new disorder (experts disagree over whether it can be called a disease) that has received widespread national attention in the last two or three years due to recently completed research. It is characterized by model eating behavior in public, and private binging of mostly carbohydrates. Purging follows the binging, in 90 percent of cases by vomiting. But fasting or excessive use of laxatives and diuretics may be practiced. Vomiting two or three times a day is common.

Profiles of the typical bulimic show that she is a single woman in her 20s or 30s, usually a college student or professional woman. It can also occur among men and older women. It is estimated that 10-15 percent of college women suffer from this disorder, but the real incidence is suspected to be much higher because of the isolating and secretive character of it. One study suggests that as many as 30 percent of college women show some symptoms of bulimia.

Stories of binging and purging come down from the Romans, but they did it in public. Bulimics tend to isolate themselves. Most maintain a normal or even thin weight. Many engage in excessive exercise.

They are typically characterized by what Comas calls the four P's: they are perfectionists; they are pressured and driven; they see life in polarities, either good or bad, black or white; and they are "people pleasers." They are friendly and sociable people on the surface who tend to talk in very positive, enthusiastic ways. But they are people who have trouble talking about their real feelings, many of which are negative or guilt feelings about their bodies. Purging tends to relieve them of the guilt or inadequacies, serving as a self-punishment.

Comas sees society as the cause of this problem. "It is probably a disease caused by advertising more than anything else," she said. "People learn to judge themselves by the packaging they come in."

She said it is a compulsive, uncontrollable behavior that is not likely to go away by itself. But one can recover from the disorder with help. Individual counseling and support groups such as CARE are recommended. Victims should seek medical attention for the many side-effects of the disorder. These can include kidney and bowel problems, mineral imbalance, heart arrhythmias, ruptured esophagus, vision problems, dehydration, changes in menstrual patterns, malnourishment, and decayed teeth. She said bulimia is a progressive, addictive disorder, if not treated, often leads to other things such as addiction to amphetamines or alcohol.

Parents are not likely to notice symptoms of the disorder because it usually occurs after the child has left home. Friends are in a better position to help. Early symptoms may be a prolonged diet, spending much time alone, especially in the bathroom, or unexplained absences such as leaving parties early. But bulimics are hard to spot. They are secretive, Comas said, practicing ritualistic behavior by eating well in public and stopping at fast food places when alone.

Bulimia is different from, but related to another eating disorder, anorexia nervosa. Anorexics starve, while the bulimic gorges. The CARE group is restricted to bulimics. Anorexics, according to Comas, are usually younger and much sicker. They generally require hospitalization. She said Peninsula Hospital, has begun a treatment program for eating disorders.

For more information about CARE, call Comas, 524-7483.

Longevity Pay Bill Bill Before State Legislature

UT Department of Personnel has introduced bills to the Tennessee Legislature requesting longevity pay for regular part-time employees.

The bills, HB 325 and SB 91, have been sent to the Finance Ways and Means Committees for consideration. The next step will be to go to the Calendar and Rules Committees to be put on the calendar for bills coming before the entire House or Senate for a vote. It is expected that the bills will be voted on before the Legislature adjourns in May.

If you support these bills, which would provide part-time employees with the same annual bonus now paid only to full-time employees based on years of service, you are encouraged to write local senators and representatives. Local senators are Ben Atchley, Carl Koella, Jr., and Bill Owen. Representatives are Pete Drew, Joe May, Ted Ray Miller, Paul Scruggs, Charles Severence, and Loy Smith. Correspondence may be addressed to Legislative Plaza, Nashville TN 33219. For more information on part-time employee benefits, contact Gail Disney, 974-6265.

CFW Gets New Chairperson, Begins Self Evaluation

Judy Webster, head of the UTK library monograph department, will chair the Commission for Women at least until the end of June, Chancellor Jack Reese announced last week. The 21-member Commission has been without a leader since the March 8 resignation of Mary Jo Hoover.

Webster said a subcommittee is studying questions of composition and structure of the Commission with an eye to proposing major changes. One idea they will study is to reduce the size of the Commission by as much as half. They will also examine the selection process. Most members are appointed by the Chancellor to represent specific organizations. One suggestion is to select members from the University as a whole based on their demonstrated interest in and commitment to issues that concern women.

Committee members are studying the Commission’s 12-year history to determine what issues were brought up that were never acted on.
Madge Phillips, HPER Director, to Retire This Summer

by Nancy Hild

Professor, administrator, art lover, dance enthusiast, sports fan, feminist Madge Phillips will retire this summer after a decade of serving as UT's first female Director of the School of Health, Physical Education and Recreation.

Her early retirement comes as a surprise to some who know her as a tireless advocate for her school, the arts, and women's rights.

"I've been fired-up about what I'm doing all my life, and I've gone about my work with a lot of intensity," she said. "I must say that the job is very fatiguing. I wouldn't say I'm burned out. I just have many interests, and I've never had time to do some of the other things I enjoy."

"Some women think being able to play golf is their ticket into a good job. I prefer to do my best in the conference room and be judged on my performance there."

Phillips came to UT in 1975 from the University of Nebraska, Lincoln, where she was professor and chair of the department of Physical Education and Recreation. Her teaching career began at Grinnell College, Iowa, in 1951. In 1959 she moved to the University of California, Santa Barbara, where she was assistant professor of physical education. In 1964 she went to Washington State University as associate professor of PE. In 1971 she accepted a position as professor and chair of the physical education program for women at Nebraska.

"I have grown up with the evolution of women in sports in my career," she said. "I think if a woman wants to play a sport, she should have that opportunity. But I do not think it is necessary to participate in sports in order to be successful later in the business world, as some recent books have suggested. Some women think being able to play golf, for example, is their ticket into a good job. I prefer to do my best in the conference room and be judged on my performance there."

Phillips' academic specialization is in the sociology of sport. She earned a bachelor's degree in sociology from Keuka College, New York. Her master's from Wellesley College, and her doctorate from the University of Iowa were in physical education.

"I look at sport more as a social institution as opposed to skill and performance," she explained. Her focus has been on such questions as how sports reflect American values, and how they relate to politics, economics, religion, racism, and sexism.

"Sport will help one become socialized into society. I don't have any doubt about that. And many women have not had that opportunity," she said. "If you're a good student and a good athlete, you're going to have a better chance being accepted by your peer group. But I don't see a cause and effect relationship between playing a sport, or for that matter, playing a musical instrument, or painting a picture, and being a better member of society, a better business person, a better wife, or a better mother. My advice is to concentrate on getting good grades, and to play sports for the sheer joy of it."

As a student, Phillips played many sports, but she said then as now, she won't keep score. "I do it for the social experience," she said. Over the years she has been active in field hockey, bowling, and badminton. Her favorite sport was fencing.

"I have always been interested in aesthetics, looking at the beauty of what a person can do, whether in movement, or art or music. The human body has unlimited capabilities. That's one reason I'm in sport. You see beauty in motion constantly. When I go to an athletic event I really am looking at it as an aesthetic experience."

"My advice is to concentrate on getting good grades, and to play sports for the sheer joy of it."

During Phillips tenure as director of HPER, the School has added a dance major and a public health division. Doctoral programs have been added in motor behavior and philosophy of sport. The Recreation undergraduate program became the first in the State to be nationally accredited. The 1983 Gourman Report ranked UT's Physical Education program 19 out of 1,111 institutions evaluated internationally.

Phillips has been active on the UT Graduate Council, the University Energy Commission and the Commission for Women. She was awarded the Chancellor's Citation for Extraordinary Service to the University.

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Women's Studies Gala Marks Tenth Anniversary

The Women's Studies Program will mark its Tenth Anniversary with a three-day celebration of art, film, dance, poetry readings, athletic exhibitions, prizes and speeches. The kickoff will be Wednesday, May 1 with a free continental breakfast from 8:30 to 10 a.m. in Room 223, University Center.

At noon a jazz ensemble and an old English folk dance troupe will entertain on the University Plaza. At 12:20 Susan Becker, associate professor of history, will talk on the University Plaza about the history of women's studies at UTK, focusing on both the past and the future of the program.

Women student poets will deliver a poetry reading from 2:30-3:30 in Room 223, University Center. And from 4-5 p.m. there will be a women's volleyball and women's diving exhibition at the Aquatic Center. Drawings for prizes at that time will include free meals in Smokey's, gift books from the University Book Store, pottery from the Crafts Center, and movie tickets.

On Thursday, May 2, Charles Maland, associate professor of English, will introduce the well-known documentary film "Rosie the Riveter," in the University Center Auditorium at 3:30 p.m.

Events will conclude Friday with a 5 p.m. reception for faculty and staff at the Faculty Club hosted by the Provost's Office.

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