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Commission for Women

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Commission For Women to Sponsor 2nd Annual Management Conference

The second annual Women in Leadership conference for UT women who want to move into or up in management positions will be held April 24 at the University Center.

The all-day conference, sponsored by the Commission for Women and run by Personnel Training Center, will be limited to 110 participants.

Sessions held last year and likely to be repeated in some form this year include Team Building, Communications Skills, Academic Governance, Budgeting and Finance, Effective Time Management, Administrative Uses of the Computer, Creative Problem Solving, Strategic Management, Professional Development, and Leadership Styles.

For more information call 974-6657.

Campus Lighting Improves;

Lighting on campus continues to be a safety issue for many who must walk or park in poorly lit areas after dark.

The Commission for Women has conducted its annual tour to determine where improvements are most needed.

This year members of the CFW Lighting and Campus Safety Committee made 19 specific recommendations to Vice Chancellor Homer Fisher.

Among the most critical problems cited were: parking lot C-13 at Melrose Loop; staff lot 23; walkway to Cumberland entrance of the Graduate Library; commuter Lot 15; and the construction area around the new library.

Some Areas Still Critical

The Commission's report will be combined with a similar report submitted by SGA's Student Rights and Campus Improvements Committee, which conducted two night walking tours of the campus to inspect lighting. This committee identified five top priority areas: Humanities and Social Science Building; the Law School and the Main Library; the "Hill;" Tom Black Track; and New Fraternity Row.

Both committees acknowledged improvements in recent years by the Physical Plant, but noted a need to replace burned out lights where lighting facilities have been installed.

GRADUATE LIBRARY BEEFS UP SECURITY

With a new library slowly rising on Volunteer Blvd., some old questions are being raised about safety for its patrons and staff.

"Historically, libraries attract 'fringe types' and the homeless looking for a dry, warm place to rest," said Nicole Lepoutre-Baldocchi, senior library assistant. "The Undergraduate Library had a lot of them. But they weren't a big problem. The library was well lit and had no dead ends." The UGL library no longer exists. And in recent months, incidences of exhibitionism, grabbing, and theft have increased at the Graduate Library.

Don Hunt, library director, said security has been increased at the Graduate Library. A guard now roams the stacks' passageways from 6 p.m. to midnight. Staff members accompany patrons to isolated stack areas if requested. And campus police escort users to their cars at night. The Rape Crisis Center has been consulted for advice. One suggestion, which the library is considering, is the purchase of shriek whistles for staff members to wear around their necks. Push button whistles are being talked about for patrons to check out at the desk and carry with them to the stacks.

"The Graduate Library is an old building with many dark, dead-end corridors," said Hunt. Even so, he said there have been no serious molestations in 10 years. Minor-albeit frightening-incidences occur on the average of two or three times a month, he said. No incidences have been reported at the temporary Dunford Hall Library.

The new library will be four times larger than the former UGL and will become the Main Library. Safety precautions are being built in. Emergency telephones will be installed on every floor. There will be no cul-de-sac stacks where one can get cornered. Hunt said he has asked for emergency signals in all the bathrooms.

Meanwhile, Hunt's advice to library patrons is to be aware of their surroundings, report strange behavior immediately, and if accosted, yell or make a similar loud noise.

GLORIA STEINEM TO SPEAK

Gloria Steinem, feminist, author, and editor of MS Magazine, will talk on "Women in the 80's," Feb. 5, 8 p.m. in Alumni Gym.

Her appearance on campus is being sponsored by the Women's Coordinating Council and the Issues Committee.

Tickets are available at the UT Central Ticket Office and at the door. They are $3.00 for non-students and $1.00 for students.
The following suggestions were prepared by the UTK Commission for Women as part of a continuing effort to make the University community aware of the many subtle ways in which traditional language can perpetuate a subtle sexism. Sexism refers to discrimination on the basis of gender. Sexist language reflects and causes discrimination in language is not only an indicator of, but also a contributor to sexist attitudes and behavior. Thus, removal of sexual discrimination in language is necessary to eliminate sexism.

Therefore, we suggest that members of the university community:

- Use equivalent or parallel construction for males and females. Thus, if males are referred to as "men", females should be referred to as "women," not as "girls" or "ladies;"
- Use alternatives to the masculine singular pronoun when referring to the generic singular. When the masculine singular pronoun is used to refer to both male and female, such usage fails to acknowledge the participation of women in human activity. Alternatives to the use of "he," "him," and "his" for the generic singular are he/she, she/he, her/him, him/her, hers/his, his/hers or one's. Some individuals may prefer to alternate the use of the male and female singular pronoun to indicate generic singular. While some alternatives may seem awkward when they are first used, they become comfortable with usage and will, as any other language construction, become second nature in time. It is this natural incorporation of women into language on an equal basis with men that is the purpose of non-sexist language usage;
- Use person-oriented rather than male-oriented words. Words which clearly refer to both sexes should be used in preference to words and titles which omit one sex. The terms human, humankind, people, persons, individuals, humanity, or men/women should be used rather than the terms man or mankind. For example, a course titled "Man and Civilization" could be retitled "Humankind and Civilization;" references to "mankind's development" could read "human development."
- Use person-oriented job and occupational titles. Many titles were developed by attaching "man" as suffix to the job or occupation, such as chairman, mailman, policeman. Alternatives to such titles should be used. For example chairman can be chairperson, chair, head, coordinator, presiding officer. Mailman can become mail carrier. Policeman can be police officer.
- Avoid sex-role stereotyping. Women, as well as men, should be described on the basis of relevant characteristics rather than on the basis of gender. Descriptions of women in professional roles frequently play down their areas of competence and focus inappropriately on their attractiveness, homemaking ability, interest in men and children, etc. While a male student may be described primarily in terms of his research interests and academic achievements, a female student may be described primarily in terms of her interest in dating. While male athletes are generally described in terms of their most recent athletic feats, interviews with female athletes frequently comment on their appearance, social life, or marital aspirations.
- Avoid patronizing, condescending ways of describing and addressing women, particularly women in traditional occupations such as secretaries, clerks, and nurses. Both men and women should be sensitized to the negative effects which result from usage of terms such as "girls," "gal," "co-ed" "girl Friday," and "the girls in the office."

**PERIODICALS TO NOTE**

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Association for women in Mathematics Newsletter, Box 178, Wellesley College, Wellesley, MA 02181. Reports on current events, historical figures in math and related areas.


Consuming Passions Newsletter, PO Box 77, Norwood, NJ 07648. For women with eating disorders, anorexia, bulimia and compulsive eating.

Medical Women Practicing Medicine, 134 West 32nd St., Suite 605, NY, NY 10001. Provides forum for 68,000 women physicians in the U.S. to exchange personal and professional experiences.

Equal Play, 370 Lexington Ave., Rm. 603, NY, NY 10017. A national magazine for adults who are guiding children beyond stereotypes.


Women Against Pornography Newsreport, 358 West 47th St., NY, NY 10036. Devoted to informing women and men about activities, legal developments and events pertaining to pornography and violence against women.

International League of Women Composers Newsletter, Dept. of the Arts, University College, Schenectady, NY 12308. Contains announcements of awards, competitions and opportunities for women composers.


On Campus with Women, Project on the Status and Education of Women, Association of American Colleges, 1818 R. St., N.W. Wash, D.C. 20009. Contains information about Title IX, women's studies, new trends on campus, sexual harassment, other issues affecting women in higher education.

Association for Women in Science Newsletter, 1346 Connecticut Ave., NW, Suite 1122, Wash, DC 20036. Promotes equal opportunities for women to enter the professions and achieve their career goals.
Poets, Film Critic Conclude Series on Women Writers

Poet Audre Lorde will conduct a poetry reading Feb. 14 in the University Center Shiloh Room, 8 p.m.

Lorde, author of several books, including the 1974 nominee for the National Book Award, *A Land Where Other People Live*, teaches English at Hunter College in New York.

Lorde will also lead a discussion on "Black Women Speak Out" at a dessert and coffee reception Feb. 14 at noon, in the University Center Executive Dining Room.

The poet’s visit is third in a series called “Kinship: A Celebration of Women Writers,” sponsored by the English Department, the Women's Coordinating Council, and the Women's Studies Program. It is part of a year-long commemoration of the Tenth Anniversary of the Women’s Studies Program at UT.

Following Lorde will be former New York Times film critic Nora Sayre, speaking Feb. 21, 8 p.m. in the University Center Shiloh Room on “Images of Women in Film.” Her discussion will focus on a series of film showings by the Film Program Committee. These include “Julia,” Feb. 17, 5:15 p.m., Clarence Brown Theater; “A Place in the Sun,” and “A Long Hot Summer,” Feb. 19, 7 p.m., University Center Auditorium; and “Nashville,” Feb. 20, 3:30 p.m. and 7:30 p.m., University Center Auditorium.

Sayre is author of *Sixties Going on Seventies*, which was nominated for the 1974 National Book Award. She teaches writing at Columbia University.

Concluding this year’s series will be Poet Denise Levertov, reading from her selections on April 25, 8 p.m., University Center Shiloh Room. Levertov is author of numerous books of poems and in 1976 was awarded the Lenore Marshall Poetry Prize for her book *The Freedom of the Dust*.

All in the series are free and open to the public. The program is expected to continue next year with appearances from poet Nay Sarton and others.

GRANTS AVAILABLE FOR WOMEN PIANISTS

The Mortimer Levitt Career Development Awards for Women Artists are given to female pianists to sponsor travel for auditions, subsize recordings and concert presentations, and underwrite special promotion and publicity materials. For more information, write Young Concert Artists, Inc., 65 East 55th St., New York, NY 10022.

UT Professor Sees Breakthrough in Computer Capabilities

One day soon computers will be able to identify and interpret visual objects, such as people or mountains, as easily as they work with words. And the research of a UT professor of electrical engineering will have contributed to that breakthrough.

Dragana Brzakovic joined the UT College of Engineering this fall after completing her doctorate at the University of Florida in Gainesville. Her undergraduate degree, also in electrical engineering, was earned at the University of Belgrade in her native Yugoslavia.

Dr. Brzakovic is the only woman currently on the faculty in the Dept. of Electrical Engineering. She teaches "Pattern Recognition," a subject close to her research. It has to do with a computer's capacity to "understand" pictures. People can look at a photograph or a video screen and interpret the objects they see. But so far, she said, a computer can't. When computers have this capability, she explained, it will be useful in such areas as surveillance, security and space missions.

Brzakovic first came to the United States as a highschool exchange student to Michigan. She returned as a Fulbright Scholar to the University of Florida in 1978 where she earned her master's and doctorate.

EDUCATIONAL LEADERSHIP CONFERENCE SET

A conference to promote the advancement of women into leadership positions in higher education will be held March 3-4 in Nashville.

Called "Leadership in Higher Education: Where are the Challenges and Where are the Women?", it is being sponsored by Vanderbilt University, the University of Tennessee, State University and Community College of Tennessee, and the Tennessee Higher Education Commission.

The conference is intended for women who hold master's or doctoral degrees and who are currently in educational administration or on faculties. It is designed to showcase the talent that is available for leadership roles, and for this talent to meet with those who are in a position to hire them.

"It will serve to develop a network among women who attend the seminar, and it will demonstrate to high-ranking male administrators there are competent women available for advanced administrative roles," said Mary Richards, associate dean of the Graduate School, who is serving on the Planning Committee.

The fee is $35. Enrollment will be limited to 350 participants state-wide. For more information contact Mary Richards, 974-6968, or Mary Jo Hoover, associate dean of the Law College, 974-6790.

EMERGENCY MONEY FOR UNEMPLOYED WOMEN

Grants are available through the Altrusa International Foundation to assist women who need training or retraining to earn a living. Applicants must demonstrate plans to move into the job market or become self-employed within 12 months of the award. Selection is made on the basis of need and aptitude. All ages may qualify, but preference is given to older women. Grants range up to $500. For more information write Altrusa International Foundation, Inc., 8 South Michigan Ave., Chicago, IL 60603, (312) 236-5894.

WOMEN FORM SUPPORT GROUP

The counseling center for the third year is running a Women's Support Group designed to offer female students and wives of students an opportunity to learn how to give support to, and receive help from other women.

Discussions center around relationships, sexuality, coping with career and family roles, and parenting.

The weekly two hour sessions are attended primarily by older (ages 30-40) undergraduate students, but graduate students and wives also participate, said group leader Suzanne Molnar, a counseling psychologist.

Dr. Molnar said the group is formed early each quarter with about eight participants who commit themselves to stay together for 12 weeks. For information on the group forming for Spring Quarter, call Dr. Molnar, 974-2196.
STUDENT CLINIC’S
NEW PSYCHIATRIST
SEES FEMALES
2-1 OVER MALES

Female students are twice as likely as males to seek psychiatric counseling, according to Dr. Mary Pope, the Student Clinic’s first female psychiatrist. This is because women in general tend to be more “feeling” oriented and more open to interpersonal relationships, Dr. Pope explained. Also, women simply find it easier to ask for help. Men will go longer trying to work out problems by themselves.

Dr. Pope joined the Student Clinic staff in October, replacing Bill Hogan, who resigned in April 1984.

She said there are two common threads that account for much of the counseling she does. One deals with identity problems. Compared to 20 years ago, she said, more students arrive at college today without a clear picture of why they are there. They lack goals; they have undeclared majors. They have nothing else to do, but for them the academic scene has no meaning and no direction.

The second most common problem she deals with concerns relationship crises, particularly romantic problems or problems with employers.

Dr. Pope has a personal interest in dream interpretation, and is conducting research into characteristics of non-verbal communications. Most of her counseling is short term, but she also handles cases that require numerous sessions. She comes to UT from Clovis, New Mexico, where she was in private practice for two years. Prior to that she worked in a VA hospital in Arkansas after completing her MD at the University of Arkansas in 1978.

Course for Supervisors Begins

A course for UTK employees in supervisory positions will run Tuesdays, 1-3 p.m., from Feb. 5 to Mar. 26.

Called “Principles of Supervisory Leadership,” the course will focus on managerial and supervisory practices such as organization structures, affirmative action, job evaluations, disciplinary action and grievance handling, personnel policies and procedures, managing priorities, team building, and decision making.

Instructors include Edward Bennett, Linda Burton, Denise Harvey, Herb Harbrist, Mary Hovis and Anne Mayeux.

The course is given by the Personnel Training Center. For more information call 974-6657.

New Directory of Black Organizations is out

A Guide to Black Organizations, compiled and published by Phillip Morris USA, lists 176 organizations, of which about 30 are women’s organizations and many others are headed by women. Examples include Black Women in Publishing, Inc., and the National Association of Media Women. The 1984-85 edition of the Guide is available free by writing to Mary A. Taylor, Public Relations, Philip Morris USA, 120 Park Ave., New York, NY 10017.

WOMEN IN COMMUNICATIONS MEET

The Knoxville Chapter of Women in Communications, will meet Monday, Feb. 4, noon, at the Quality Inn, 401 E. Summit Hill Dr. The speaker will be Marilyn Taylor, Director of Personnel for TVA talking on “How to Negotiate a Salary” and other money matters. Lunch will be a do-it-yourself deli sandwich bar for $5.50. There is a $2 meeting fee. For more information and reservations, call Nancy Hild, 893-8791, by Feb. 1.

Women Faculty and Staff At UTK Continue to be Under Represented

by Dr. Noma T. Mertz
Department of Educational Leadership

Females continue to be under-represented and under-utilized in the faculty and administration at UTK.

Twenty-six percent of the full-time faculty are female. It breaks down like this: 5% are professors, 30% are associate professors, 38% are assistant professors, and 65% are instructors. At every rank, when compared to males, the average salary for females is less and the average number of years of experience at UTK is more (except at the instructor level where male service averages one month longer.) Moreover, 74% of male faculty are tenured, but only 49% of female faculty are tenured.

Twenty-seven percent of UTK administrators are female. Only five percent hold traditionally-defined line administrative positions, such as dean, department head, vice-chancellor. The remainder hold staff positions, for example coordinator, director, assistant, assistant to.

Whether in faculty or administrative positions, women are under-represented in relation to their preparation and availability for employment. They hold few critical decision-making positions and are disproportionately rewarded in terms of position, promotion, tenure and salary, both at UTK and in institutions of higher education across the country. The good news is that UTK is no worse than most other institutions. The bad news is that UTK is no better than most other institutions.
WOMEN IN NATURAL RESOURCES HOLD SEMINAR

The third annual Women in Natural Resources Seminar will be held March 1 in the UT Agricultural and Engineering Building, Room 166.

Dr. John Hendee, associate experiment station director with the U.S. Forest Service in Asheville, NC, will deliver a keynote address on the seminar's theme, "Networking."

The seminar is sponsored by the College of Agriculture's Department of Forestry, Wildlife and Fisheries, one of 43 accredited forestry schools in the nation, and the only one in Tennessee. The seminar is open to students, alumni and professionals throughout the State.

According to Dr. Gary Schneider, head of UT's Department of Forestry, Wildlife and Fisheries, women account for about 20 percent of the department's 200 undergraduate students and about 10 percent of its graduate students. He said women first were attracted to the profession in the early 1970's, after the national Earth Day celebrations focused attention on environmental needs. He said women do especially well in such areas as forest recreation, park interpretation, development of camp grounds, research, game biology and tree nursery. Many find jobs in the information and education divisions of state recreation departments, where they work with the public on such topics as fire prevention, and with school children on wildlife. Agencies that hire them, he said, "expect them to be able to do anything the men do and go anywhere the men go." Women, however, tend to avoid the traditionally rugged jobs such as logging and harvesting.

Dr. Schenider said women in his department are usually in the upper 25 percent of their graduating class. "The typical woman who studies natural resources is healthy and likes outdoor activities such as camping, hiking and canoeing. She is concerned about the environment and committed to doing something positive to bring about change."

Dr. Schneider said he thinks the future looks bright for women in this profession. "Women have a sensitivity that the men generally do not have. What I don't like to see is the tendency for them, as they climb their professional ladders, to become more like men—to imitate men. In the process, we lose some of the very qualities we hire them for. Just as soon as this male-dominated influence of trying to make women over into men is stopped, we'll be much better off. I think it will happen in time."

For more information about the seminar, call 974-7126.

LAB TEACHES

COMPUTER COURSES

Personnel Training Center has opened a new IBM PC laboratory to train UT employees, free of charge, in three computer courses.

The courses will begin in February and run concurrently for 12 hours each over a one-to-two week period, and then begin again as long as the demand is there. They will be given in Room 4, Temple Court Building.

A series of word processing classes will teach Display Write Series II, Spellbinder, and Wordstar processing.

A second class will teach Lotus 1-2-3 that includes computer graphics and financial applications.

The third class deals with dBase III, for people who work with general business files.

The instructor is Connie Conner. Applicants must be UT employees who have an IBM PC Computer. Call 974-6657 for more information.
JANE AUSTEN BOOKS FIND NEW POPULARITY

by Bill Richards (Abridged from the Wall Street Journal, Nov. 27, 1984)

Name a female author who sells like crazy these days and whose fans, mostly women, sometimes work out in sweatshirts emblazoned with her name. Hint: The first name is Jane.

No, not Jane Fonda, Jane Austen.

Unlike it may seem in this age of overnight best sellers, a groundswell of enthusiasm is rising for the 19th-century British spinster writer, whose entire literary output consists of just six novels of manners set in rural England, plus a packet of chatty letters. Well over three million copies of Miss Austen's works are in print, and her numerous publishers say sales have never been better.

Some 20 chapters of the Jane Austen Society have sprung up, from Alaska to Florida. Cahill & Co. of Dobbs Ferry, N.Y., sensing a trend, is doing a brisk business marketing "Jane Austen Jog Togs" — red sweatshirts that say, "I'd Rather Be Reading Jane Austen." And Holliston, Mass., travel agent Jocelyn Fryer is booking "Jane Austen's England" tours.

As a rule, cults for classic writers like Miss Austen tend to be limited ones whose members are mostly tied to academia. But the Jane Austen Society of North America, a spinoff of the English original, has swelled in the last five years to more than 1,600 members from an original 100 devotees. Members call themselves "Janeites" and include admirers of every stripe, from Ivy League professors to rural housewives. Admirers say her sharp wit and occasionally arch social commentary appeal to contemporary audiences.

Indeed, viewers of today's television soap operas might readily recognize some of Miss Austen's themes: marrying off daughters to rich bachelors ("Pride and Prejudice"), dissipating the family fortune ("Persuasion") and intrafamily rivalry ("Sense and Sensibility").

Janeites, however, tend to shudder when their heroine's works are compared with the soaps. "Some people have that perception, but I certainly don't," says Joseph Costa, a founder of the Jane Austen Society. Although Miss Austen's admirers are a diverse lot, most seem to share a longing for the gentler, more orderly world of her novels. "Her people go through struggles," says Stuart Pave, a Jane Austen scholar at the University of Chicago, "but the admirable ones maintain control of themselves."

Miss Austen's women characters have occasionally drawn fire from some feminists for their deference to men. But LuAnn Walther, a senior editor at Bantam Books, says her women's group in New York City recently voted to read Miss Austen's novels and discuss them. "For women today who are driven crazy by all these options," she says, "Jane Austen's structured world can be a great relief."

JANE IN KNOXVILLE

There is no chapter of the Jane Austen Society in Knoxville, but according to a spokesperson at Draper Books, 5134 Kingston Pike, there is significant interest in the writer here.

At UT, several professors include Austen in their syllabuses. Robert Drake, professor of English, teaches a whole course on her. But he insists that her art goes beyond her gender, and to give her special recognition based on her sex does her a disservice.

Libby Jones includes Austen in her Women's Studies course "Women As Creators." She believes Austen is the only classical female author who rises above her anger at the role society imposes on women. "She achieves a supreme mastery of world vision," said Dr. Jones, who wrote half her dissertation on Austen and whose "I'd Rather Be Reading Jane Austen" sweatshirt is so worn and washed, its tattered.

Nancy Goslee, associate professor of English, said it is interesting to teach Austen because "women in her books are trying to get as much freedom as possible within their structured world."

She said those touched by the resurgence of interest in Austen these 209 years after her birth, and by her seemingly timeless reflection of women's role in society, are turning to the book "A Mad Woman in the Attic," by Sandra Gilbert and Susan Guber, for a contemporary discussion of her messages.