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Networker 1986 Spring Issue

Commission for Women

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Civil Rights Bill Stalls in House Over Abortion

The Civil Rights Restoration Act (HR 700), a top legislative priority of civil rights and women's groups, is stalled in the House of Representatives over an abortion amendment.

The purpose of the bill is to restore the four civil rights laws narrowed by a 1984 Supreme Court decision in Grove City College v. Bell.

The Court ruled in the Grove City case that Title IX of the 1972 Education Amendments (which ban sex discrimination in any program or activity receiving federal money) applied only to the program receiving the money, not to the whole institution, as Congress had thought.

Three other civil rights laws—1964 Civil Rights Act, 1973 Rehabilitation Act, and 1975 Age Discrimination Act—use the same "program or activity" language and therefore are subject to the same interpretation.

Since the Supreme Court decision, the Department of Education has dropped investigations of 23 cases of campus discrimination nationwide and narrowed the scope of 18 other cases, according to the League of Women Voters.

The Civil Rights Restoration Act was introduced with bipartisan support to reverse the Supreme Court decision and restore the original intent of the civil rights laws. It is designed to ensure that any institution that receives federal funds cannot discriminate in any of its programs because of gender, race, age or disability, even if the aid goes to just one program or department, which is free of such discrimination.

A number of groups are actively lobbying members of Congress for passage of the bill without amendments. Among them are the American Association of University Women; Women in Communications; National Education Association; National Council of Churches; National Council of Senior Citizens; League of Women Voters; National Urban League; American Nurses Association; and National Organization of Women.

Other groups have proposed amendments that narrow the reach of the civil rights law. The most controversial is an abortion amendment, sponsored by Reps. Tom Tauke (R-IA) and James Sensenbrenner (R-WI). This "Tauke Amendment" would overturn regulations that bar universities from discriminating on the basis of pregnancy-related conditions.

Another amendment seeks to exempt schools controlled by religious groups from discrimination regulations.

The Civil Rights Restoration Act was approved by the House Education and Labor Committee minus these amendments. But supporters of the bill are holding it in committee because it is believed a full House vote will defeat the legislation unless the amendments are added.

Meanwhile a campaign of letters and telephone calls to congressional delegates continues. Several Tennessee delegates are considered "swing votes." They are William Boner (D-Nashville), James Cooper (D-Shelbyville) and Ed Jones (D-Yorkville).

Kopp Receives Fulbright Award

Katherine Kopp, associate professor in special education, has received a Fulbright Scholar Award to conduct research in Jerusalem, Israel, on how people learn.

Kopp will leave June 26 to spend nine months at the Hadassah-Wizo-Canada Research Institute where she will work on a research tool to measure effects of mediation on learning. Mediation deals with the ways mature learners interact with infants and young children, and specifically, how the interactions affect the ability of high risk children to learn. High risk children include gifted children as well as those with handicaps such as visual or hearing impairments, or Downs Syndrome.

Kopp is among 2,500 Americans going overseas this year to study, teach, lecture or conduct research under the Fulbright Program.

Did You Know...

Exercise Program...faculty and staff can participate in a free 40-minute exercise session any weekday from 12-10 p.m. to 12:50 p.m. in Room 7, Alumni Gym? Showers and lockers are available. Call 974-6657 for more information.

Weight Watchers...A Weight Watchers class meets every Wednesday at the Wesley Foundation, 1718 Melrose Place from noon to 1 p.m.? Call Weight Watchers of Middle and East Tennessee, Inc. for more information, 690-8930.

Military Career...the Air Force is actively seeking women recruits and the UTK Air Force Officer's Training Program is offering scholarships for two, three or four year programs that lead to a commission as a second lieutenant when you complete your degree? Call 974-3041 for more information.

Color Analysis...Millers is offering free color analysis at its downtown Henley Street store until June. The 30-minute consultations are conducted by Cindy Nordike, UTK graduate in merchandising and licensed by the Academy of Fashion Image Consultants in Washington, D.C. Sessions are Monday through Friday, 10 a.m.-5:30 p.m. Call 521-5502 for an appointment.
What’s New in Professional Dress?

John Malloy’s name is synonymous with the “Dress For Success” credo. But the word is, he’s rapidly rewriting his book; the navy blue or pin-stripe uniform is no longer mandatory for women, not even at IBM.

“We are proving we can look feminine and still think clearly,” Jean McClain told a Women In Communications seminar at The Common Market.

The seminars, which are available to any professional organization, offer basic wardrobe planning tips aimed at buying the least and stretching it far.

“Knoxville has a two-season climate, so you should be able to wear much of your wardrobe most of the year,” said McClain, a certified fashion and color analyst.

Among her tips are: don’t buy something you can’t use more than one way; ignore trendy colors and buy colors that look good on you; skirt lengths can vary according to what flatters you. There is no single right length.

McClain said building a “workable” wardrobe takes three to five years and can consist of as few as six basic pieces.

The personal development seminars include makeup, hair and accessorizing tips. For more information, call McClain at 691-8759.

Did You Know...

Dirty Laundry

Area cleaners are charging 30 to 75 cents more to launder a woman’s shirt than a man’s. The reason given is that forms used to iron the shirt are designed to fit men’s sizes. Some parts of women’s shirts must be ironed by hand. A local dealer of cleaning supplies said presses are manufactured and available for both men’s and women’s sizes. He didn’t know why local cleaners don’t carry both sizes.

Grants: Where the Money is

Numerous grants are available to women, either through individual application or through a sponsoring organization. Many will be considering applicants during the summer for 1987 funding. Below are a few of the opportunities. For more information about these or other grant programs, contact Lydia Petersson, Information Specialist in the Office of Research Administration, 974-8795.

Community Foundation of East Tennessee is offering up to $1,000 for someone to develop a program to educate the East Tennessee workforce about discrimination in employment. Grant funds are available through the East Tennessee Legal Education Trust for public education on the prevention of discrimination. Grant seekers must be sponsored by a tax-exempt organization. Deadline is May 15. Call 524-1223.

Corning Glass Works Foundation is offering support for proposals in the areas of faculty development, business education, women’s engineering education, optics, microbiology and biochemistry.

Shell Companies Foundation, Inc. provides support for activities that facilitate the direction of women into technical and business careers.

A T and T Foundation has opportunities for women and minorities in the study of science and engineering, liberal arts, telecommunications and management information systems.

IBM Corporation gives grants to universities to develop new courses, obtain laboratory equipment and to encourage the participation of women in management, engineering and science.

John Deere Foundation supports programs in education, culture, health, safety and community development.

Helena Rubinstein Foundation places a major emphasis on projects that benefit women and children including research in cancer, birth defects and aging.

Monticello College Foundation Fellowship for Women is for a woman who has a Ph.D. and is at an early stage in her professional career. Research may be proposed in any field appropriate to the sponsor’s collections, but preference is given to applicants whose project is particularly concerned with women.

Department of Education Women’s Educational Equity Act Program offers support for the development of educational materials or model programs designed to promote women’s educational equity.

Ford Foundation offers scholarships for women’s studies and for minorities in music and theater arts.

General Electric Foundation sponsors support of programs for women and minorities in engineering and business.

American Association of University Women provides fellowships for women who hold a doctoral degree and want to pursue research, for women who are in their final year of doctoral work, and for women in the final year of professional training in law, dentistry, medicine, architecture, business administration and engineering.

Business and Professional Women’s Foundation supports research on economic issues of importance to women such as comparable worth, technological change in women’s work, and occupational segregation.

Corporation for Public Broadcasting has a women’s and minorities’ grant program for training in public broadcasting.

Bunting Institute, Radcliffe College provides fellowships for women who wish to pursue independent study in academic or professional fields in creative writing, visual arts and music. Also available are fellowships for women at any level in their careers in physical, mathematical, environmental, engineering, biological and psychological sciences.

National Science Foundation offers visiting professorships for women scientists and engineers to undertake advanced research at a host institution. It also provides opportunities for independent research.

Sigma Delta Epsilon gives special consideration to women 35 years of age or older who want to conduct research in biological, physical or mathematical sciences.

Wonder Woman Foundation makes awards up to $10,000 to women 40 years of age or older who promote peace, pioneer in non-traditional occupations; are outstanding artists, politicians, scientists, inventors or businesswomen; or who have made a notable contribution to the personal and social growth of women.

National Academy of Education Spencer Fellowship Program gives professional development grants to female applications in research on issues related to education.

Burroughs Corporation has targeted women and minorities for special support in computer science, mathematics, rehabilitation of the handicapped, community development, business, international affairs, and the arts.

Scott Paper Company Foundation offers support to women and minorities in finance, marketing, accounting, data processing, pulp and paper science, forestry and engineering.
Chancellor Establishes Committee To Study Day Care Needs

Chancellor Jack Reese has established a Day Care Committee to study the needs of UTK employees and to make recommendations to the Administration for a day care center. “Our goal is to have a limited facility operating by next Fall,” said Judy Webster, a member of the committee and chair of the Commission for Women.

The committee plans to hold regular meetings throughout the Spring and Summer. In addition to Webster, members are Jerry Askew, Dean of Students; Carol Catron, Coordinator of Child Development Labs, College of Human Ecology; Greer Litton-Fox, Head of child and Family Studies; and Johnnetta Smith, clerk typist and member of the Employee Relations Committee. Ed Bennett, Director of Personnel, Chairs the Committee.

According to a memo from Reese to Committee members, employees will be expected to pay “a reasonable fee” to use the facility, but low-income families, particularly single-parent families, can be subsidized and should be given highest priority in access. A site for the day care facility has not been definitely selected, although a building at the corner of 11th and Cumberland has been purchased with that goal in mind.

Members plan to develop a questionnaire for University employees designed to assess needs and priorities.

“We don’t think it will be possible, at least for the first year to serve everyone’s needs,” said Webster. “But we don’t really know what the needs are yet.”

The questionnaire will ask employees how many children they have, their ages, services and hours needed, and whether they would use a facility if it were available.

The committee plans to consult with outside sources, including the State Department of Human Services and Vanderbilt University Day Care Program.

Shirley Chisholm at UTK May 20

Shirley Chisholm, educator, author and politician, will speak Tuesday, May 20, 8 p.m., in the University Center Shiloh Room. Chisholm, probably best known for declaring herself a candidate for President of the United States in the Democratic ticket in 1972, served as Congresswoman from New York for 14 years, where she became a champion of civil and women’s rights. She retired from politics in 1982 and is now professor of political science and American studies at Mt. Holyoke College in Massachusetts.

Author of two books, Unbought and Unbossed and The Good Fight, she is writing a third describing her problems and solutions to not being taken seriously in the political arena.

Chisholm’s visit to UTK is sponsored by Afro-American Studies, The Commission for Women, The Women’s Coordinating Council, Academic Counseling, History Department, Women’s Studies Program, and the Knoxville Area Urban League.

The lecture is free and open to the public. No reservations are required.

Women’s Films

Films For, By and About Women is an updated edition of a book by Kaye Sullivan listing and describing about 3,200 films, most of them current productions. There is a subject index, and index of women filmmakers, and directory of film sources.

The book is available from Scarecrow Press, Inc., 62 Liberty St., PO Box 656, Metuchen, NJ 08840. Cost is $49.50.

Anti-Pornography Film Scheduled

The Women’s Coordinating Council will hold a showing of the anti-pornography film “Not a Love Story,” Monday, May 12, in the University Center Auditorium, 7 p.m.

The one-hour film explores the world of pornography peddling and the effect pornography has on the image of women. It includes interviews with well-known feminists including Kate Millet and Robin Morgan. An open discussion will follow the film. Admission is free.

Hartsell: Black Women in American Drama

Adversity has made the Black woman resilient, tenacious, concerned, assertive and task-oriented. She is expected to be a super woman without acting like one. These are some of the characteristics of the Black woman as portrayed by the Afro-American dramatist, according to UTK assistant professor Margaret Porter Hartsell.

Hartsell spoke to a joint conference of the National Council for Black Studies and the African Heritage Studies Association recently in Boston.

She specifically discussed three roles of the African-American woman in drama: as a matriarchal figure, as a civil rights activist, and as a revolutionary victim.

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25-Plus

A support group for older students, once called Students Older Than Average, now known as 25-Plus, meets Mondays at noon in the Counseling Center (900 Volunteer Blvd.) The group is a recognized student organization with a staff advisor and student officers. It is open to full or part-time students, undergraduate and graduate. It is a combination information-support group," said Jasmin McConatha, staff counselor and advisor to the group. "It is a good place for older students to meet each other, and to get support and alternative ideas for their problems." Weekly brown-bag meetings often include speakers on such topics as time management, stress management and career decision making.

Support for the "Older Student"

Orientation for the "non-traditional student" (25 years or older) will be May 29, 8:30 a.m. - 3 p.m. in the University Center Shiloh Room. Students beginning their studies this summer, or who have attended UTK for a while, but are still confused about some procedures, may participate. Registration forms are available by calling the Orientation Office, 974-2435. There is no fee.

Lee Humphreys, Director of Learning Research Center, will deliver a keynote address. Small workshops will follow on campus life, money matters, and academic advising.

A reception with refreshments will be held for students to meet each other and university administrators, including Dean of Students Jerry Askew.

The program concludes with an open forum for students to ask questions and a discussion on registration procedures. Participants then will meet with their advisors to select classes.

Videotape Combats Sexist Language

A 60-minute videotape called "Gender-Based Language" for educators, journalists, speakers and administrators, answers such questions as: Are your words saying what you really mean? Could you be verbally offending someone without knowing it? What is sexist language? Does language affect our attitudes and goals?

The tape includes information on why sexist language is inappropriate, and describes societal resistance to the elimination of sexist language. It offers suggestions on how to avoid such language in formal communications and in day-to-day conversations.

The tape is available in color for VHS, Beta and U-Matic video systems for $65. or $10 rental, from WBGU-TV, Patrick Fitzgerald, Bowling Green State University, Bowling Green, OH 43403-0061, phone 419-372-0121.

Training Opportunities

New Managers

Fundamentals of Management and Supervision will be the topic of a one-day seminar by the UT Department of Conferences, May 13 at the Hyatt Regency Hotel. The seminar is divided into three areas: managing others, managing yourself, and managing productivity.

It is designed for those who have been recently promoted, or are about to be promoted, to managers or supervisors.

Such skills as setting priorities, establishing a management style, effective listening, delegating, communicating ideas, minimizing conflict, and creating a positive work environment will be discussed.

The seminar is led by Wanda Ledbetter, founder and partner of the Atlanta-based training firm, Ledbetter/Harris & Associates.

Registration fee is $175. Call 974-5261.

Problem Solving

A workshop on problem solving and decision making for UTK managers and supervisors will be held May 22, 9 a.m. - noon, in the Personnel Department Training Center, Alumni Hall.

Workshop leader David Klausmeyer will focus on clarifying problems, identifying alternative solutions and selecting the best solution. Call 974-6657 for reservations.

Clerical Development

A one-day seminar for clerical employees will be offered by the UTK Personnel Department Training Center May 28, 8 a.m. - 4:30 p.m. in the University Center Shiloh Room.

Participants may choose three sessions from the programs offered. These include conflict resolution, delegating, setting priorities, records management, financial planning, assertiveness, controlling anxiety attacks, and eliminating sexist language.

A $35 fee covers materials and lunch. Call 974-6657 for reservations.

For Women Only

Life typically is a hassle for the older female student. School work, childcare, job concerns, housework, and other complicating responsibilities demand equal time.

The Women's Support Group is a resource through the UTK Counseling Center designed to help women through this difficult period. Led by staff psychologist Suzanne Molnar, and doctoral candidate Joy Roddy, the small groups meet one afternoon a week to discuss relationships, career issues, balancing multiple roles, parenting, sexuality, self-concepts and other subjects of common concern.

Molnar describes it as a place for women "to get support and learn how to be more supportive of each other."

The group is open to any graduate or undergraduate, full-time or part-time woman aged 30 or over. Meeting place and time are not publicized because students may not join the group before first talking with Molnar or Roddy. After attending one or two meetings, participants then decide if they will commit themselves to the group for the quarter. No newcomers are allowed after these initial meetings.

The next Women's Support Group will form early in the Fall Quarter. Anyone interested should contact Molnar or Roddy by the end of Spring Quarter at 974-2196.

Management Leadership

A management leadership workshop for UTK exempt employees is set for June 4, 5 and 6 at the Edgewater Inn, Gatlinburg. Participants include Linda Burton on "Writing for Administration," David Klausmeyer on "Problem Solving and Decision Making," Max Wortman on "Conflict Negotiating," and Ed Bennett on "Personnel and Productivity."

The $75 fee covers materials, one dinner and receptions. Call 974-6657 by May 30 for reservations.

Stress Management Updated

"Stress Management For Professionals" is a one-day briefing sponsored by CareerTrack, Inc., June 19 at the Cedar Bluff Holiday Inn.

Among topics included in the session are how to recognize and deal with the five critical stages of burnout, how to build and maintain support systems, determining your optimal stress level, how to control anger, and how to increase concentration.

The fee is $45. For more information and a registration form call 303-447-2300, or write CareerTrack, Inc., 1800 38th St., Boulder, CO 80301.

Assertiveness For Managers

"Assertive Management" is the topic of a UTK Department of Conferences Seminar to be held June 3 at the Campus Inn.

The all-day seminar is for managers and supervisors who want to strengthen their leadership skills. It will deal with such topics as developing assertiveness, resolving conflicts, improving listening skills and recognizing non-verbal communication clues.

The seminar leader is Susan Diamond, a consultant with Corporation for Management Results in Illinois.

Fee is $175. Call 974-5261.
Commission For Women Chairperson
Reviews Trials and Triumphs of Overall “Good Year”

by Judy Webster

Approximately one year ago I was quoted in the Daily Beacon as having acknowledged the fact that the Commission for Women is an advisory body. That comment caused a fair amount of concern to be expressed by women on the UTK campus who want the CFW to be more than that. In retrospect, the most important goal that I have wanted to achieve as a new chair of the Commission for Women has been to illustrate how it is possible for a committee to be “advisory” and still accomplish something.

The Chancellor has charged the Commission for Women to “...advise on planning, implementation, and evaluation of University programs, policies, and services designed to improve the status of women.” The Commission recommends changes in policy or procedure relative to the concerns of women. It facilitates coordination of new and existing academic and extracurricular programs. It recommends and encourages research to assess the status of women at UTK and compares their status with that of women at other institutions and agencies. It assists in the evaluation and revision of the Affirmative Action Plan. It advises and consults with all University officials on the needs and status of women. And it aids in ensuring campus and community access to information on Commission and University activities related to women.

During this past year I have attempted to guide the work of the Commission with the Chancellor’s charge in mind.

The CFW has held monthly meetings in the University Center this year. The meetings have been open to the campus and are usually announced in the Campus Capsule section of the Daily Beacon. The programming of these meetings has combined guest speakers with a discussion of related issues. The chair has met regularly with the Chancellor to advise him on our discussions and concerns and he met with us at the December meeting of the full Commission.

The CFW has established an advisory role with the University administration on the need for a campus day care center. It was at our December meeting that we learned of the Chancellor’s commitment to establishing a facility if funding were available and the details could be worked out.

We have established an office for the Commission located at 2012 Lake Avenue. We share this facility with Dr. Martha Lee Osborne and her staff who direct the Women’s Studies program at UTK. We furnished our office with surplus equipment and furniture which was available at the UT warehouse. In January we hired a student assistant, Ms. Shelbonnie Coleman, who helps with the administrative work of the Commission.

Early in the Fall Quarter, we organized ourselves into several sub-committees to facilitate proposals which are then brought to the full Commission for discussion and recommendation. We have established liaison with the Commission for Blacks; our chair attends their regular meetings and Otis Cochran, who chairs the CFB, is also a member of CFW.

Other activities of the year have included participation in the interviews for the Dean of Students and the Dean of Liberal Arts positions. We have sponsored a woman applicant to the Summer Institute for Women in Higher Education, which is held at Bryn Mawr College. The Chair has handled specific complaints and concerns brought by individuals where women’s issues were involved. The chair has met with various members of the University Administration in resolving these problems throughout the year.

One of our most important activities has been the publication of Networker. We believe that this publication specifically relates to our charge to “ensure campus and community access to information on Commission and University Activities related to women.” We have received favorable comments during the year from women who saw opportunities mentioned in Networker that they did not see anywhere else.

Of course, there have been frustrating moments for me as chair of the Commission for Women. I view it as an important responsibility, but its activities and accomplishments take a fair amount of time. One of my main objectives has been to improve communication between the CFW and the campus community, but communication takes time. Good communication takes even more time and time is something that is difficult for me to find because of a full schedule of responsibilities as a librarian in the Main Library.

I was very pleased when the Chancellor appointed a woman as Director, Office of University Communications. I regret, however, that similar appointments have not occurred in other areas of the University. Much work remains to be done. Discrimination remains despite the progress that has been made in recent years. Much of today’s discrimination is subtle and some is unintentional. I view that very fact as a serious problem because we often do not even realize that something has happened until it is too late.

There will be many opportunities for the Commission for Women to provide a leadership role in the next academic year. I hope that the group will continue to serve an agenda-setting function regarding women’s issues which come before the University administration. Thoughtful consideration needs to be given to the definition of affirmative action at all levels of campus administration because that concept is so different to so many people.

The Commission should take a look at campus programming and make recommendations on any particular area that needs to be covered in any area of campus. This does not mean that I believe that the Commission should actually undertake the programming itself. On the contrary, programming by the Commission takes time and focuses on events rather than issues.

In conclusion, I would say that it has been a good year for the Commission for Women. There have been successes and failures, as well as interesting problems and frustrating ones. Along the way, I have learned a lot about individuals and the parts which they play in our organizational structure. It has been a fascinating and rewarding experience.
Students Organize to Fight Date Rape

A task force on Rape Awareness organized under the Student Government Association earlier this year has evolved into a separate student organization seeking official recognition from the Administration.

Its primary purpose, according to committee chair Stephanie Green, is to create awareness of the problem among students, particularly concerning date and acquaintance rape, and to educate them about prevention.

The committee has written a constitution and by-laws, and has formed a slate of leaders ready to assume office next Fall.

According to Jerry Askew, Dean of Students, and advisor to the group, incidences of reported date rape are rare.

"We have no evidence from police reports, disciplinary reports, residence hall reports or counseling center reports that indicate we have a major problem at UTK," he said. "But given that this is a national concern, we have to assume Knoxville has the same problems any typical American city has. Instead of waiting for the problem to explode, we are trying to take steps to keep it from getting out of hand."

The organization plans to hold programs related to the issue at the University Center. It is suggesting residence halls show films and invite speakers on the subject.

"As a residence assistant, many times I've come across knowledge of date rape," said Green. "Often I learn about it months after the attack. It is almost never reported."

She added that the new student organization will focus on sexual assault of any nature, not just rape.

Anyone interested in working with the organization can call Green at 974-4506.

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<th>Women's Studies Schedule</th>
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<tr>
<td><strong>Summer Quarter</strong></td>
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<td>1st Term</td>
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<tr>
<td>4110 Psychology of Sex Role Development 4:35-5:35 p.m. MTWThF Meyer</td>
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<td>4430 Women's Health 11:30 a.m.-11:30 p.m. MTWThF Gorski</td>
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<tr>
<td>2nd Term</td>
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<tr>
<td>4110 Psychology of Sex Role Development 12:45 - 3:25 p.m. TTh Richman</td>
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<tr>
<td>4430 Women's Health 11:30 a.m.-12:30 p.m. MTWThF Pressley</td>
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<td><strong>Fall Quarter</strong></td>
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<tr>
<td>2115 Images of women in Literature: Fiction, Poetry and Drama 8:55 a.m. - 9:45 a.m. MWF Hardwig</td>
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<td>2120 Sex Roles and Marriage 10 a.m. - 10:50 a.m. MWF Staff</td>
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<td>3010 Emergence of the Modern American Woman 10 a.m.-10:50 a.m. MWF Phillips</td>
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<td>3311 Women in American Literature 12:10 a.m. - 1 p.m. MWF Denniston</td>
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<td>3430 The Concept of Woman 11:05 a.m.-11:55 a.m. MWF Osborne</td>
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<tr>
<td>4000 Women in Cross-Culture Perspectives 10:30 a.m. - 11:45 a.m. TTh Osborne</td>
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<tr>
<td>4110 Psychology of Sex Role Development 9 a.m. - 10:15 a.m. WF Staff</td>
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<tr>
<td>4110 Psychology of Sex Role Development 5 p.m.-7:45 p.m. Th Staff</td>
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<tr>
<td>4430 Women's Health 12:10 p.m.-1 p.m. MWF Pressley</td>
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<tr>
<td>4560 Rhetoric of Women's Rights Movement 10 a.m.-10:50 a.m. MTWF Cook</td>
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<td>4830 Afro-American Women in American Society 10:30 a.m. - 11:45 a.m. TTh Hartsell</td>
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