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Commission for Women

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For UTK Women: Students, Faculty and Staff

University Daycare Center May Soon Be A Reality

It's been talked about for a very long time, and now there is a distinct possibility that UTK will soon offer some form of child care. "We really want it to happen," Chancellor Jack Reese told members of the Commission for Women at a recent meeting. "I don't want to say too much because I don't want to create false expectations of timing and locations. But this is a public commitment that we'll have one. We've never done that before."

In response to questions, Reese said he didn't know when it would be operational, whether it would include evening hours, or what ages it would serve.

"Right now I'm more concerned about getting a facility and a budget," he said. He explained that budget emphasis for the last few years has been on correcting salary inequities and inadequacies.

"I think we're emerging into a position where we can begin to address operating budgets that were deficit," he said. "That's why I'm more comfortable talking about this now than I was three years ago."

In response to Reese's announcement, Greer Fox, Head of Child and Family Studies, told Commission members that she would like to see the University moving in this direction with the notion of providing more than custodial child care slots for employees.

"It should aim at meeting our mission as a public institution in a sociological sense," she said. "That is, we should provide some form of a model program."

This model, she said, should include programs for handling unscheduled interruptions in child care due to illness or school closings. She pointed out that the dollar costs to employers caused by the illness of their employees' children are high, and that in some cases the inability of parents to handle these unscheduled breakdowns in childcare leads to their resignations.

"It seems to me that with our nationally-known College of Nursing, and with our University Hospital facilities, we ought to look creatively at ways to address sick care for children," she said. "There are only two universities in the country that are even looking at ways to provide sick care. I'd like UTK to become the third."

She said school closings were another significant interruption in employee worktime that the University was well-equipped to handle.

"Look around at our aquatic center, our computer center, our library, our museums," she said. "With a good deal of creative energy and not much money, the University, perhaps through student organizations, could create a school day closing program that would assist a broad range of employees with children."

She said a second major element of this model program would include, not just placements for infants, but information and research about how to provide good care, in group settings, for infants. She said the need for infant care is critical, citing recent Dept. of Labor statistics that show a very high number of women who have given birth in the preceding 12 months are in the labor force full time.

Judy Webster, Chair of the Commission, said her worst concern was that the University would open a center that would meet the need for infant care is critical, citing recent Dept. of Labor statistics that show a very high number of women who have given birth in the preceding 12 months are in the labor force full time.

Judy Webster, Chair of the Commission, said her worst concern was that the University would open a center that would meet only minimal licensing requirements and not provide high quality care. She said the Commission would work closely with the Chancellor to solve the complex issues surrounding the project.

"I know it can't be done on a large enough scale to meet existing needs," she said. "It's going to have to be an application process. I have concerns about who it would serve, how selections will be made, what ages it will serve, and how the staff would be hired."

"While I appreciate the problems, I am still very much for giving it a try," she concluded.

Spring Workshop

Women in Higher Education in Tennessee will hold its annual spring workshop April 26 at Middle Tennessee State University in Murfreesboro, 10 a.m. - 2 p.m.

The workshop is still in the planning stages, but leaders say they intend for it to include panel discussions that focus on politics in higher education. The association is open to women in administrative and academic positions in state institutions of higher education, and includes faculty members, secretaries, administrators and bookkeepers.

"We work together to plan strategies for increasing the number of women in higher administrative positions in the state's universities and colleges," said President Joanne Mitchell. "We also work to place more women onto faculties and into tenured positions."

She said the Association, which has about 150 members, was formed in 1979. The workshop is open to members and non-members. For more information contact Mitchell at Opportunity Development Center, Vanderbilt University, Box 1809, Station B, Nashville, TN 37235, phone 1-322-7311.

Supervisors To Gather For All-day Seminar

UTK supervisors will attend an all-day seminar at the University Center, Feb. 27. Sessions, sponsored by the Personnel Dept. Training Center, will include talks on grievance handling; disciplinary action; productivity; personnel policies and procedures; performance appraisal; and interviewing, selecting and hiring. A panel discussion on "How to Increase Employee Commitment" will conclude the seminar. The fee is $10, which includes lunch and materials. To register, call 974-6657.
Telling Organizations Apart

Confused about the purposes, activities and memberships of these local women's organizations? Here is a brief description to help you understand their functions.

UT Commission for Women is appointed annually by the Chancellor to advise him on issues that specifically concern the University's women. The size of the commission varies, usually between 20 and 30 members. Women and men representing faculty, staff and students meet once a month to consider such issues as tenure, promotion and salaries of University women; sexist language in the college curriculum; recognition of women's accomplishments; affirmative action; child-care; sexual harassment; and campus safety. The Commission is headed by a Chairperson (this year it is Judy Webster), and maintains an office in the Women's Studies building, 2012 Lake Ave, phone 974-4739. Meetings are held in the University Center on first Thursdays at noon and are open to the public.

UT Women's Coordinating Council is one of nine student-run committees in the Central Program Council, a division of the Department of Student Activities. It is funded by student activities money. The Council, composed of about 10 volunteers, has an office in Room 305, University Center. Any full-time student interested in serving on the Council may attend meetings Mondays, 5 p.m., Room 301, University Center. Members are responsible for planning, implementing and evaluating programs they decide to sponsor. Lucy Hamilton, assistant director of Student Activities, is staff director. Phone 974-1029.

UT Women's Center, Room 301, University Center, is a referral and resource facility housing a library relating to women's issues. It does not plan or implement programs, or provide counseling. The Women's Coordinating Council, along with a part-time graduate assistant, maintain and staff the Center. The room is available for meetings by reservation. There is no membership. The Center's resources are available to all students, faculty and staff.

Knoxville Women's Center is a non-profit public agency funded by membership dues, private contributions, fundraisers, and county and state funds. It serves as a referral and resource center for area women seeking jobs, job-training skills, or guidance to cope with changing lifestyles. It plans and implements seminars, workshops and lectures on such topics as women's health care, legal rights of women, financial planning, women in politics, and career development. It sponsors an annual benefit called "Women in the Arts" and it maintains a speakers bureau. Offices are at 124 South Cruse St., phone 546-1873.

Katz Reports On Congressional Year

Marcia Katz, UTK associate professor of nuclear engineering, returned last month from the Washington, D.C. office of Senator Jim Sasser, where she spent the year advising him on issues relating to nuclear power. Katz, the first woman to receive a doctorate in nuclear engineering from UTK, was one of two scientists selected by the American Society of Mechanical Engineers in 1985 for a Congressional Fellowship. At a recent Commission for Women meeting, she told members that she chose to work in Sasser's office because she thought it would be beneficial to the University to make contacts with a Tennessee national legislator. She said several things came up while she was there for which her background was useful, such as the campaign to close K-25 in Oak Ridge, and the monitored retrievable storage site (M.R.S.) being discussed for Tennessee.

"I'll tell you what I'm going to miss most," she said. "In our office, the word processors were hooked up to the Library of Congress' computer card catalog. If I wanted a book, all I had to do was find the call number, dial a telephone, ask for the book, and the next day it was delivered to the office. Just a hint of what I'd like to have happen here."

She said she was disturbed by the widespread sexism she observed on senatorial staffs.

Effective Management Behavior is Subject of Women in Communications Talk

Learning to be a team manager starts early in life, often through playing on team sports, and most women in management never had that experience, Ruth Darling told a recent luncheon gathering of Women in Communications, Inc.

Darling, assistant director of advising services with the College of Liberal Arts, speaking at the UT Faculty Club, said while boys are playing basketball and softball, girls are kept busy with ballet and piano lessons.

"Team sports help teach us how to communicate effectively, negotiate conflicts, motivate others, and delegate responsibilities," she said. She added it's never too late to learn, and endorsed activities such as joining an adult volleyball team.

Darling told the group that it was important to establish a relationship with a mentor, but that research now shows there can be negative side effects.

"Don't depend too much on a mentor. It is important to establish a separate identity and credibility so that if a mentor leaves or loses power, your career doesn't suffer," she said.

Women putting down other women is still a problem in business. "Research shows that women tend to see other women as less competent than men," she said. "They often go to their male co-workers for advice or authority, by-passing equally or better-qualified female co-workers."

Another managerial flaw identified in women is their unwillingness to delegate responsibility. Darling said it is difficult for some women to give up power and information.

"But doing so enables us to be more managerial and less administrative," she said. "It gives us more time to be creative."

Darling concluded her talk with advice on how to avoid burnout. Quoting from The Executive Female, by Martha Bramhall and Bethany Brown, she said burnout occurs, ironically, among the most idealistic and dedicated. The person with the greatest sense of mission is the first to succumb.

Strategies for dealing with burnout include practicing stress management and self-care; leading a balanced life; practicing detached concern; taking advantage of in-service training, travel and continuing education; not putting all your professional eggs in one basket; and participating in professional organizations.
As Reentry Students Increase, University Focuses On Their Special Needs

by Nancy Hild

About one in every six undergraduate students entering UTK this year is 25 years or older. This is up dramatically from 10 years ago, when one in 20 students fell into this age bracket. For these 25-plus students, the normal problems of adjustment are often multiplied by such conflicting priorities as job, family and community involvement.

Of the 3,347 reentry UTK students, just over half are women.

"Two years ago, for the first time in our nation's history, the number of women in our colleges surpassed the number of men," said Betty Craig, career counselor and chair of the chancellor's Ad Hoc Committee on Reentry Students. "That's mainly due to these reentry women."

She said there are several reasons for this trend. Women are having fewer children, and when these children are school-age, women still have many productive years ahead. More career opportunities are available to women. The high divorce rate means more women are supporting themselves. It is more acceptable to change career fields.

Efforts at UTK to meet the special needs of these older students are gaining momentum. One of the most recent is a proposal to set up fellowships for reentry women. Still in the discussion stages, these fellowships would be designed to help a reentry woman gain confidence by subsidizing her first few courses when she returns to school. Linda Painter, Office of Research, and C.W. Minkel, vice provost, are seeking funds from corporations to provide initial support for this program.

Recently, the Learning Research Center and the Chancellor's office sponsored a first-time-ever workshop for faculty to consider instructional and advising needs of the reentry student.

"Older students are very sharp consumers," said Debbie Schriver, Director of Student Orientation. "They tend to ask more questions in class, and they ask why? more often."

According to Craig, older students have made a conscious decision to return to school and they are sacrificing something to do it. Their values and priorities are more clearly defined. They tend to be very serious about school, and are usually better students.

Statistics from Student Data Analysis show that reentry students have an overall GPA of 2.81, compared to 2.67 for the average traditional student, aged 18-24.

The majority (71 percent) of reentry students at UTK are aged 25-34. Nineteen percent are 35-44, six percent are 45-54, two percent are 55-64, less than one percent are 65-74, and a full one percent are more than 75.

Initially, at least, these older students may find themselves socially, physically and psychologically out of place. Their study skills may be rusty and their confidence low. They are often highly stressed by work schedules and family responsibilities. A frequent complaint is that they feel lonely and isolated.

"They attend classes, complete their library work and leave campus, missing out on much of the informal exchange of information available to students who live in dorms or fraternal houses," Schriver said. The Counseling Center has added new services to help overcome these problems, such as courses in study skills, and eliminating test and math anxiety.

A support group, once called SOTA (Students Older Than Average), now known as 25-Plus, meets every Monday at noon in the Counseling Center (900 Volunteer Blvd), where they often hear speakers on such subjects as time management, stress, math anxiety, child care and family adjustments. The group is run by a staff advisor, Dr. Jasmin McConatha, and a student president, Susan Carlisle, senior in psychology. (For more information, contact Carlisle at 690-9524.)

In response to the increasing number of older students, UTK's Orientation Program has added a new dimension called ENCORE. This is a one-day series of workshops held in May for the adult student to meet key staff and faculty members, and to learn about useful services.

A long-awaited handbook for the reentry student is expected in the Spring. The handbook discusses such perennial concerns as registration, parking, financial aid, and study skills courses.

Another new benefit for the older student is a policy called Academic Second Opportunity. Students who have not taken any college-level credit courses for three years or more may petition to have all previous academic work remain on their permanent record, but the grades for such work will not be used in the computation of their grade point average. Details of this program may be obtained in the Readmissions Office, 212 Student Services Bldg.

Contrary to conventional belief, twice as many adult students attend class full time during the day, rather than parttime in the evening. The College of Education has the highest percentage of 25-plus students (26 percent). In nursing, it's 23 percent; 18 percent in the College of Architecture; 18 percent in Liberal Arts; 16 percent in Agriculture; 13 percent in Business; 13 percent in Engineering; 11 percent in Human Ecology; and eight percent in Communications.

The number of older students is expected to rise and there is no peak in the foreseeable future. Their needs and their special problems will demand increasingly more of the University's resources. As one faculty member commented: "Taking the weight of success in school solely upon themselves produces a full span of consequential behaviors, attitudes and psychological problems."
Office Management

A course for new supervisors on the management and delegation of office responsibilities will be held Feb. 25, 9 a.m. to noon at the Personnel Training Center, in the basement of Alumni Hall. To register, call 974-6657.

University PR Guidelines

A course for all faculty and staff members to review public relations guidelines for dealing with students, the public, and other employees will be held March 13, 9 a.m. to noon at the Personnel Training Center. To register, call 974-6657.

Clerical Leadership Workshops

A series of four workshops for clerical employees classified as principal secretary, administrative secretary or office manager will be held Feb. 13, 20, 26 and March 6, 9 a.m. to noon at the Personnel Training Center. The workshops will include sessions on delegation, listening skills, goal setting and public relations. To register, call 974-6657.

Motivate Employees

Supervisors who want to learn techniques for enriching their employees' jobs may attend a workshop March 11, 9 a.m. to noon at the Personnel Training Center. Topics will include expanding job duties, creating more challenging tasks, granting increased responsibilities, and enhancing individual professional growth. All are aimed at motivating the employee toward increased productivity. To register, call 974-6657.

Women's Issues Research Declines

A recent report on funding data from eight federal agencies shows a significant decrease and a change in the character of federally-funded research on issues of concern to women.


According to the report, research about women has been relegated to areas less-clearly focused on women. It also noted a lack of access to women's research data that blocks effective monitoring of public agencies.

The report was prepared by Mary Rubin, Commissioner on New Funding Priorities, and is available for $6.00 from the National Council for Research on Women, 47-49 East 65th St., New York, NY 10021.

Writing Skills

UTK is offering a series of workshops for staff and faculty who want to refine their writing skills. They will be March 4, 11 and 19, 9 a.m. to noon at the Personnel Training Center. The workshops will deal with writing memos, letters and reports. They are designed to teach participants how to communicate effectively through the written word. Call 974-6657 to register.

National Alumni Association Sponsors Women's Perspective On Estate Planning

The Women's Council of the UT National Alumni Association will hold a program on estate planning, Tuesday, Feb. 25, 6-8 p.m., in the University Center Ballroom.

Anne McKinney, an estate and gift tax attorney with IRS, will discuss wills, power of attorneys, property ownership, trusts, estate tax laws, and disinheritance.

A $10 fee includes a light supper. For reservations, call Betsy Child, 974-3011.

Know Your Rights

The Rights of Women, by Susan Deller Ross and Ann Barcher, is an up-to-date American Civil Liberties Union handbook on how to cope with sex discrimination in employment, education, the mass media, the criminal justice system, the courts, and more. It's $3.95 and available through local bookstores.

Learn to Type Better

Those who want to improve their typing skills can attend review sessions every Tuesday and Thursday through March 16, 3-4 p.m. at the Personnel Training Center. Sessions focus on accuracy, speed, proofreading proficiency and processing standard typed communications forms. Call 974-6657 for more information.

Computer Literacy Handbook

A computer literacy class developed just for women has evolved into a book. The Women's Computer Literacy Handbook, says author Deborah Brecher, "demystifies computers, criticizes many of the exploitive practices within the computer industry and empowers women by making the technology accessible to them. The myth that computers are hard, or that you have to have a scientific or mathematical mind to use them is untrue. Those lies keep women away from computers.''

The book describes what computers are, how they work, and how to use them. It also reviews the current and future job markets for programmers and related professionals.

The Handbook, says its publisher, "gives women the competitive edge they need for the top jobs in every type of business that relies on computer technology."

The paperback book is $9.95 and may be ordered through UTK's Bookstore, or direct from the New American Library, 1633 Broadway, New York, NY 10019.
Graduate Assistant Position Open

The Women's Studies Program is seeking a graduate assistant for the 1986-87 school year. The student can be enrolled in any course of study. Interested applicants must submit by Friday, March 14, two letters of reference, one typewritten page stating interest in the position, and a resume. Send to Dr. Martha Lee Osborne, Chair, Women's Studies Program, University of Tennessee, 2012 Lake Ave., Knoxville, TN 37996-4102. Call 974-2409 for more information.

Chilian Novelist To Speak

"An Evening With Isabel Allende," novelist and niece of assassinated Chilian leader Salvador Allende, is scheduled for March 11, University Center Shiloh Room, 8 p.m.

Allende, who lives in exile in Venezuela, is author of several books, two of which recently were translated into English and are available in local bookstores. Her talk is expected to focus on the creative process of a Latin American woman writer.

Sponsors of her visit to UTK include the Latin American Studies Committee, Cultural Affairs Board/Growth Programs Fund, Women's Studies, Center for International Education, and Romance Language Department.

Allende's brother, Juan, is UTK assistant professor of political science.

Osborne and McClam To Study Conditions Of Women In India

Patricia McClam and Martha Lee Osborne have been accepted by the Fulbright Commission for a Fulbright Faculty Development Seminar in India this summer. McClam, assistant professor of human services, and Osborne, associate professor of philosophy, will travel throughout India June 16-July 30 to study the conditions and issues of women in that country.

They are part of a southeast regional Fulbright seminar on urban and regional planning being led by David Johnson, UTK professor in the Graduate School of Planning.

McClam and Osborne will return to UTK to develop a special topics course on Third World Women to be offered through the Women's Studies Program.

"We need to get into this area," said Osborne, who chairs the Women's Studies Committee. "This is a growing interest nationally, and we will now be able, I hope, to keep pace with the leaders."

Short Story and Poetry Contest Coming Up

It's not too soon to start thinking about an entry for the annual UT Women's Coordinating Council Short Story and Poetry Contest. Any full-time undergraduate or graduate student can enter. Entry deadline will be in the Spring, with judging in May. Call Lucy Hamilton for guidelines, 974-1029.

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.

Women's Studies
Spring Schedule

2020 Women In Society  
MWF 1:15 p.m.-2:05 p.m.

2120 Sex Roles and Marriage  
MWF 11:05 a.m.-11:55 a.m.

3240 Women In French Culture  
MWF 10:00 a.m.-10:50 a.m.

Special Women In Topics Social Movements  
Course MWF 10:00 a.m.-10:50 a.m.

4110 Psychology of Sex Role Development  
T 5:00 p.m.-7:45 p.m.

4430 Women's Health  
MWF 11:05 a.m.-11:55 a.m.
Acquaintance rape. It’s a subject many now recognize has gone too long without public exposure.

Yet figures show it’s much more likely that if a woman gets raped in college, it will be on a date, not in a dark alley. According to national statistics, 75 percent of all reported rape victims know their assailant. And many more such cases go unreported.

The UTK Student Government Association has recently formed a rape awareness committee with plans to raise general consciousness of the problem among students. Its program includes making available to women’s residence halls a film called “Acquaintance Rape,” and working with the Women’s Coordinating Council to sponsor speakers on the subject.

“The problem is much more prevalent than most students realize,” said SGA President Spencer DeWitt. She said the committee is printing wallet-sized schedules of the escort van service and continues to work towards improved lighting on campus in an effort to ward off general risks of rape. But she acknowledges that acquaintance rape can best be prevented by making students more alert to the problem.

This fall for the first time, UTK student orientation for incoming freshmen included a 45-minute presentation on how to avoid date rape.

“Bringing it into the open at last makes it an issue that is o.k. to talk about,” said Orientation Director Debby Schriver.

UTK’s program is modeled after a prototype started two years ago at the University of Louisville, Ky. Its main goal is to highlight differences in high school and college dating, while maintaining a positive approach to dating.

Twenty-two student orientation assistants received special training to lead the presentations. They worked together in male/female teams to point out such things as dating in high school often involves more double dating and groups. Usually friends have known each other a long time and parents of friends may know each other. There are fewer places to go and there are parental restrictions.

“Parents should begin at an early age to talk to their children about sexuality,” Schriver said. “If they allow their children to participate in the decision-making process while they live at home about where they go, who they go out with, and when they’ll be home, students are less likely to take risks when they are away from home.”

People of all ages, races, and income levels are victims of date rape. “It isn’t that date rape is any worse than ever,” said Ann Woodle at the Knoxville Rape Crisis Center. “It’s just that until now, its been a hidden issue.”

Woodle says any time people are forced to have a sexual activity against their will, it is rape. Schriver stresses that honest, open communications is important, but a woman should always be able to say no, even if she has said yes up to a point. It is her body.

“Society has acculturized us to think the responsibility falls on the women,” she said. “There is a definite double standard.”

Therefore, she said, when a woman is raped by an acquaintance, she commonly faces a mixture of emotions that include betrayal, humiliation, guilt, self-blame, shock, and anger. The orientation program, which is designed for both male and female students, points out that responsibility does not fall strictly on one or the other. And it teaches that rapists select victims, not on sexual attractiveness, but on vulnerability. It’s a crime of power, not of passion, leaders tell their students. Women are warned to avoid isolating situations that make them easy targets, and are told to be aware of signals that a date may have un-socialized ways of dealing with aggression.

When a rape occurs, the Rape Crisis Center advises immediate emergency medical attention. If called, the Center will send a counselor to meet a victim at the hospital anytime to provide support, counseling and advocacy services. The Center encourages victims to allow evidence to be recorded within the first 24 hours. Without this evidence, says Woodle, it is nearly impossible to prosecute later.

**Book Offers Advice On Campus Rape**

Avoiding Rape On and Off Campus, The Perfect Gift for Every College Woman, offers advice on how to avoid becoming a victim. It is written by Carol Pritchard, a counselor in adult continuing education at Glassboro State College, New Jersey. The pamphlet is $2.95 (plus $1.00 shipping), and may be ordered from State College Publishing Company, P.O. Box 209, NJ 08090-9990.