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Commission for Women

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Corlew receives national co-op award

Elizabeth M. Corlew, Director of the Cooperative Engineering Program, received the 1988 Clement J. Freund Award presented annually at the American Society for Engineering Education Conference. Selected by the Cooperative Education Division, the Freund Award is given “to an individual in business, government, or education who has made a significant positive impact on cooperative education programs in engineering and engineering technology.”

First presented in 1979, Corlew is the first woman to receive this national award. A pioneer in cooperative education, Corlew was also the first woman to join the ASEE Cooperative Education Division. “When I joined in 1967, I was the only woman, but now our membership is probably 30 percent,” said Corlew.

Corlew began working in UTK’s coop program in 1962 and has overseen its development into a vital and thriving part of the overall engineering program.

The purpose of co-op is to provide students with work experience prior to graduation. “During fall orientation, incoming freshman apply and interview and are usually placed during their sophomore year,” said Corlew. “Our job is to assess the student’s professional interests and other needs and to link up that student with the appropriate employee.”

“We want to insure that both student and employer are satisfied, that is why we are very careful in our selection process. For example, we’ll avoid placing an electrical engineering major interested in electronics with a power company because the student’s interests are different from the employer’s needs,” noted Corlew.

“About 80% of our initial applicants finish the program, one of the highest completion rates in the country,” Corlew added.

During her tenure, Corlew has not only overseen the placement of hundreds of students, but also has attracted many employers - regional and national - to co-op education. In the process she has expanded the UTK program and assisted co-op education throughout the nation by enlisted new business.

Through her work as a member of the Cooperative Education Division, Corlew has served on a variety of committees and served as division chair. Furthermore, she has also assisted many colleges in the early stages of developing a co-op program.

Aside from receiving the Freund Award, Corlew also was selected to receive the 1988 Alva K. Borman Award, a divisional award, for “contributions made to the philosophy and practice of cooperative education and in engineering practice.”

Corlew has also been selected to Who’s Who Among American Women (1983 and 1984) and in 1980 was presented with the UTK Award for Women of Achievement.

Temple settlement makes impact on women’s athletics

In early June, Temple University agreed, in an out-of-court settlement, to give more than 40% of its athletic scholarships to women. According to The Chronicle of Higher Education, the settlement, which ended an eight-year-old sex-discrimination lawsuit, also found Temple agreeing to sponsor a new women’s sports team and to increase the size of the women’s athletic’s staff.

Many legal observers believe this case will result in more pressure being applied to colleges and universities to increase the equity between their men’s and women’s athletic programs. Some analysts theorized that it could lead to more lawsuits and tougher enforcement of anti-discrimination laws.

This settlement comes on the heels of the Civil Rights Restoration Act which served to reinforce Title IX of the Education Amendments of 1972. Title IX requires colleges that receive federal aid to comply with U.S. anti-discrimination laws and has been used to bolster women’s athletics on the high school and collegiate level. The Civil Rights Restoration Act specifies that all departments of an institution must comply with the law if any one department receives federal monies.
Tips to avoid Cystitis

Cystitis is, very simply, an inflammation of the bladder. What that definition doesn't say, however, is that it is one of the most unpleasant diseases to have. In terms of symptoms its most annoying one is a frequent and uncontrollable urge to urinate, often when the bladder is completely empty. Urination itself often leads to a burning, dragging pain which sufferers often compare to passing "burning lava" or "broken glass." Other symptoms include backache, particularly in the lower back, nausea, low grade fever, and cloudy or blood stained urine.

Women suffer from cystitis disproportionately to men. Over half the women in the United States will at some time or other suffer from cystitis, and there is a significant likelihood that it will occur more than once. Why are women more likely to get cystitis? There are several reasons.

The first has to do with basic anatomy. The cause of cystitis is the E coli (esterichia coliform) bacteria, so famous from freshman biology class. These bacteria exist naturally in the bowel and are a major aid in proper digestion. When these bacteria are transferred into the urethra, which in women is not difficult because of the proximity of the two openings, they thrive because of the acidity of the environment and, hence, lead to cystitis.

The second reason has largely to do with the type of work women frequently do. Cystitis is often called the secretary's disease. Secretaries often take few bathroom breaks, don't drink enough water, and sit on hard chairs that crush the pelvic area all day.

Another contributing cause to the development of cystitis is bruising and crushing of the area around the urethra. Sexual intercourse, badly fitting diaphragms, cycling too vigorously and tight fitting pants have been known to bring on attacks. This should not be interpreted to mean that sexual intercourse can actually cause cystitis, but it can encourage an attack.

What steps can you take to minimize a cystitis attack? First, you should always make plans to visit your health care provider. Since the usual cause of cystitis is a bacterial infection it needs to be properly treated. The infection can work its way up to the kidneys if untreated. Until then, however, here are some self-help techniques that have proven effective:

1) When you feel an attack coming on drink a pint of water. (Some health care practitioners recommend cranberry juice here; be sure it is pure cranberry juice).
2) If you don't have a heart condition or blood pressure problem (if you do check with a doctor), take one teaspoon of soda in a glass of water every hour on the hour.
3) Take a painkiller, aspirin, Tylenol, Advil or some combination.
4) Wrap two hot water bottles in towels and put one in the small of your back, the other between the legs to soothe the pain.
5) Relax; be sure and have a lot of liquids handy.
6) After urination, wash around your urethra with damp cotton and then towel dry. Of course always be sure to move the cotton front to back to prevent further contamination.
7) Drink at least a half pint of liquid every twenty minutes. Water is best, but some physicians recommend anything with a lot of diuretic qualities from coffee (it can be an irritant however) to beer.

If you've never had cystitis and want to avoid it there are several easy tips:

1) Always clean the urethra front to back, doing it in reverse increases the chances of an infection.
2) Drink at least six glasses of water a day. Try to cut down on caffeinated beverages as much as possible.
3) Go to the bathroom as soon as you feel the urge. Retaining urine simply gives the bacteria a chance to multiply.
4) Cut down or cut out your intake of alcohol. It is a prime cause of bladder irritation.
5) Avoid perfumed soaps, bubble baths, vaginal deodorants and deodorant tampons.

KWC presents "Music is a Woman"

The Knoxville Women's Center is sponsoring the Tenth Annual Women in the Arts Performance, "Music is a Woman," a salute to music written or made famous by women since the turn of the century. The performance will take place at the Bijou Theatre on October 28 and 29.

The show is being written and directed by Phebe Day. For more information about the program, contact the Knoxville Women's Center at 546-1873.
Pay equity and comparable worth still pressing issues

In 1983, a federal court in Tacoma, Washington made a landmark decision. It ordered the state to give 15,500 mostly female employees up to $1 billion in back pay. This decision brought two concepts to the consciousness of most Americans for the first time, pay equity and comparable worth.

Despite the confusion by many editorialists, pay equity and comparable worth are not identical concepts. Pay equity simply means that men and women in the same jobs should be paid similar salaries. By contrast, the conception of comparable worth argues that female dominated jobs, primarily clerical work, should not pay less than male dominated jobs simply because society has traditionally valued male worlds of work more than female worlds of work.

The comparable worth ruling was overturned by an appeals court decision in 1985. It was a major win for the Reagan Administration which vigorously opposed the decision. Clarence Pendleton, head of the Civil Rights Commission called it, in a memorable statement, "loonier than Looney Tunes." Despite the court loss many state and local governments have acted on comparable worth cases and several guidelines have been formulated to implement it. Thirty-seven states have studied the implementation of comparable worth and at least ten have some type of comparable worth program, despite almost vituperative opposition from some legislators and journalists.

In the furor over comparable worth, pay equity fell out of the immediate focus of the media. Despite substantial increases recently there are still shockingly disparate pay scales for men and women in most industries. Though most give the idea of pay equity, at least lip service support, the fact remains that there is still a substantial gap in most professions.

In a 1985 Working Woman salary survey performed at the time of the comparable worth decision indicated that pay equity, much less comparable worth, was still an unrealized goal. In fields such as physics, economics and dentistry, women's pay lagged behind men's as much as 76%. Even in female dominated fields such as social work (25.6%) and elementary and secondary school teachers (13.7%) there was a significant disparity.

The outlook has improved for women in some jobs, in others however, it becomes more bleak. An Adweek survey discovered that there was an average 28 percent gap in the earnings between men and women during the first five years on the job, and then pointed out that as time passed, the gap grows wider. After 21 years, for example, the gap grows to 59 percent.

In several areas, however, pay equity has, for all intent, been achieved. In most engineering fields, in most health service professions (with the exception of physicians), in computer programming and systems analysis, and in technical electronics fields, pay equity exists.

Though some legislation for comparable worth has failed, the prospects are beginning to improve. Further, as women begin to be more steadily integrated into their work force and as high technology negates the need for physical strength, the prospects of pay equity and comparable worth look brighter.

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Announcements and notes of interest

**Networker seeks input**

The *Networker* is a newsletter which addresses issues relevant to women. We try to include news items and announcements that will be of interest to women on campus, but we do not always hear or read about everything going on at UTK. If you have an announcement, know of someone whose received an award or honor, or know of an issue you would like to see explored in greater depth, contact Carol Guthrie at 2012 Lake Ave., 974-4739.

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**Graduate School Offers Re-entry Program**

The graduate school is offering a Re-entry Women's Graduate Fellowship Program designed to provide personal encouragement and financial support to returning adult women students. The program is open to women with baccalaureate degrees who are U.S. citizens, 27 years of age or over, and who have been out of a formal educational program for at least five years.

The award will provide a maximum of $500.00 toward tuition and fees for one course up to and including one term of full-time studies in a graduate program at U.T. A $50.00 book allowance will be provided on account.

For more information, contact Dr. Linda R. Painter, Asst. Dean, The Graduate School, 974-2475.

**ACS revises Pap test guidelines**

How often should women have a Pap test? This question has been debated among physicians and various health agencies for several years. Now the American Cancer Society (ACS) has modified its guidelines on the checkup.

The ACS is advising women who have been sexually active or who are older than 18 to have an annual Pap test and pelvic examination for at least three consecutive years. After a woman has three normal examinations, the ACS recommends the Pap test be performed less frequently "at the discretion of her physician."

This is a change from the ACS's former guidelines, which recommend a Pap test every three years following two normal annual examinations.

According to the ACS, the routine use of the test has decreased the death rate from invasive cervical cancer by 70% over the past 40 years. Between 15% and 20% of American women do not have regular Pap tests, however. For 1987, the ACS estimated 13,000 new cases of cervical cancer and 6,800 deaths.

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Women and work in the 90's: A projection

With pay equity and comparable worth major concerns in the 1980's, the outlook for working women in the 1990's should be favorable; but is it really? Two of every three new workers will be women; women, together with minorities and recent immigrants, will add 19 million new workers to the labor force; also, the number of white, non-Hispanic males will drop, and will represent less than 10% of all incoming workers.

What will these new jobs for women entail? Will their working situations improve? A Rand Corporation study showed two interesting trends that provide insight into the future for women in the workplace. At present, the ratio of female to male income for workers 18 to 24 is only a 12% disparity (i.e. women earn 88 cents to the male dollar). The study predicts that by the year 2000, the average women's wage will have risen to 74% that of men, as compared to the most recent figure of 69%.

A Ms. magazine article by Julie Bailey (7/88) queried a number of labor force observers about other trends they see for women in the workplace. They maintain that among other things:

1. Women will benefit as employers attempt to transform corporate culture to accommodate different gender, ethnic, and cultural work styles. A new "multicultural" approach has been implemented because management teams of white, male businessmen will lack the creativity to reach a new ethnically diverse marketplace.

2. Demand for flexible work schedules will increase and distinctions between part- and full-time work will blur. Just over 20% of women in 1986 were part-time workers, and a significant percentage of "fulltimers" are actually permanent temporaries. As many unions and women's rights advocates press for better deals, the compensation and opportunities gap will eventually close.

3. Despite advances in the work force and more access to education, women will remain underrepresented in upper echelons and overrepresented in the lower ranks. Though women are more numerous in fast-growing fields, they have been concentrated at lower levels. For example, one in three American women are clerical workers as compared to one in 17 men.

To overcome this, advanced training with "a continuous learning" bent, one in which skills upgrading continues through the worker's career is recommended. For women at UTK, the Commission for Women offers some assistance through its Professional Development Grants Program. In addition, the CFW has, in the past, sponsored women's attendance at the Bryn Mawr Summer Institute for Women in Higher Education. To find out more about these programs contact the CFW at 974-4739.

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