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Center for the Study of Women Newsletter

Spring 1990

Research Retreat: Feminist Diversity

By Penelope Moffet

Structures — political, personal, institutional, ideological — were examined from a variety of angles at CSW's research retreat April 28-29, when two dozen faculty, staff, affiliated scholars and visitors gathered at a seaside hotel in Oxnard.

The first morning's session focused on whether gender is socially constructed with race and class, or if there is some "essence" to the sex/gender system that transcends other differences. Director of Women's Studies Karen Sacks (Anthropology) and Chris Littleton (Law) presented material based on their current research and writing to open new discussion on this old debate.

The underlying issue is, as Littleton put it, "Is there a coherence to women's experiences? The real problem is a search for a minimum description of what women share." Sacks sees the sum of women's experiences as a "patchwork quilt" in which the pieces unite to offer "a very profound opposition to the dominant male culture, challenging notions of hierarchy embedded in bourgeois domesticity and state forms."

Presenters and discussants expressed discomfort about taking absolutist positions on the nature of gender differences. The difficulty in defining such differences comes from the great diversity in women's experiences.

In the second session, Isabelle Gunning (Law) gave a brief history of human rights activism in the international arena

(Please turn to page 6)

Gender and Public Policy Forums

By Helen S. Astin

Two years ago, the CSW Advisory Committee appointed an ad hoc committee to explore ways the Center could become more actively and visibly involved in the public policy arena. The Committee's final report recommended the initiation of a series of public forums on gender and public policy.

With financial assistance from CSW, Jacqueline Leavitt (Architecture and Urban Planning), Thelma Estrin (Engineering and Applied Science) and I — all former members of the ad hoc committee — created such a series. During the past year, we have met informally with a group of faculty and graduate students, and have offered two Gender and Public Policy forums. Each forum incorporated

gender issues as they intersect with issues of race and ethnicity.

The first forum, "The Housing Crisis for Women: Making The Links With Services, Employment and Child Care," took place on October 26, 1989. It was co-sponsored by CSW and the Graduate School

(Please turn to page 8)

Two WS Majors Win Outstanding Senior Awards

By Manali Desai

Two Women's Studies majors, Floren-
cia Raquel Aranovich and Mary Margaret
Smith, will receive the 1990 Outstanding
Senior Award from the UCLA Alumni
Association. The award is granted to gradu-
ating seniors on the basis of academic excel-
lence, creativity, and work in the commu-
nity. Five students were named outstanding
seniors this year.

Both Smith and Aranovich have excel-
lent academic records. They have also dis-
tinguished themselves through their research
on women, their activism, and their com-
mitment to helping other women and stu-
dents.

Florencia Aranovich has been deeply
involved with student issues in the UC sys-
tem. In her position as Academic Affairs
Commissioner, she worked on the problem
of student retention. In addition, she served

(Please turn to page 13)

INSIDE

Research Seminar.....	2
New History Faculty.....	3
Carole Pateman.....	4
Co-Directors.....	6
Van Do-Nguyen.....	7
Mini-Grants.....	9
S. Barbara Kanner.....	10
Mitzi Myers.....	10
Urban Legends.....	11
Women's Studies.....	12
Graduate Students.....	14
Book Review.....	15
Publications in Brief.....	16
Friends of CSW.....	19

1989-90 Feminist Research Seminar Presents Wide Range of Scholarship

By Lynn Naliboff

The 1989-1990 Feminist Research Seminar covered a wide range of topics in law, history, English, philosophy, medicine and art history.

The April 17 session, "Drug-Dependent Moms: Medical, Ethical and Political Issues," was led by Carol Archie (Medicine). Archie's work is primarily focused on the biochemical and biophysical evaluation of fetuses exposed to drugs in utero. As a physician, she also manages the pregnancies of substance-abusing women.

Archie reported that approximately 15% of babies born in the U.S. have been exposed to drugs in utero. Many non-medical issues arise when efforts to protect the fetus impinge upon the pregnant woman's autonomy. For example, when medical workers wish to perform a toxi-

cology screening or Caesarean section against a woman's will, attempt to force a pregnant woman into a detoxification program, or seek to incarcerate a woman to stop her prenatal substance abuse, questions of how to balance rights must be faced.

During a discussion facilitated by Emily Abel (Public Health), participants explored many social, political and ethical conflicts. The specific problems of substance abusers and their babies must be viewed in the larger context of the status of women and children in general, and their lack of access to health care and social services in particular. For example, many drug treatment programs do not accept pregnant women because of concerns over potential legal liability.

Archie noted that the babies of women who continue using drugs but receive prenatal care and adequate nutrition fare much better than do babies of drug-dependent women who lack such services. It is essential, then, to encourage pregnant substance abusers to utilize medical and social services, although seminar participants noted that this runs counter to the current trend of focusing on the criminal justice system as the solution to the problem.

This year's Feminist Research Seminar concluded on May 15 with a presentation by Joanna Woods-Marsden (Art History) on "Renaissance Women in Art and Life: The Relation of Pictorial Illusion to 'Reality.'" Woods-Marsden's work concerns the social construction of gender in the Italian Renaissance, and focuses on images of 15th-century rulers' wives and daughters. In attempting to reinterpret well-known works of art from a feminist perspective, Woods-Marsden explores the status of women as depicted in paintings and in historical "reality," as well as the ways art contributes to the prevailing ideology of gender.

Using slides, Woods-Marsden showed how 15th-century art portrayed the ideal woman as passive, obedient, earning glory only through her relationship to an eminent male. If a woman were

(Please turn to page 15)

African American Feminist Scholarship

By Manali Desai
and Penelope Moffet

To highlight links among race, gender, and class, and to recognize the important historical roles played by women of color, two African American Feminist Scholarship lectures were co-sponsored by UCLA Women's Studies, the Center for the Study of Women and the Center for Afro-American Studies during the 1990 winter and spring quarters. The talks were part of the Women, Culture and Society Public Lecture Series.

On March 9, renowned African American feminist scholar Paula Giddings (Women's Studies, Rutgers University) addressed a large audience on "The Historical Role of Black Women in America." Giddings noted that although African American women and men have fought for social recognition and rights, racial tensions persist. She talked about racial harassment and polarization among students, and pointed out that pluralism and diversity are new concepts, acknowledged only since the 1960s. Before then, the issue of race was "assiduously avoided."

Throughout her talk, Giddings emphasized that racism, sexism and homophobia are all interconnected. To fight one, she said, we must also fight the others. In her view, the politics of difference divide people and dilute power; a politics of coalition and integration is needed. Giddings also stressed the similarity between contemporary political and social tensions and those in the 19th century. Whenever racism, sexism and homophobia are confronted, she said, the confrontation results in backlash responses.

Giddings ended her talk with a call for more scholarship on the relationships among sex, race and class. New scholarship, she said, "must be inclusive of all groups, without marginalizing them."

A large audience also attended a lecture by Patricia Hill Collins (Sociology and African American Studies, University of Cincinnati), who spoke on April

(Please turn to page 13)

CSW Hosts Publications Reception

On May 25 the Center hosted its first publications reception to honor works on women and gender published by CSW scholars. More than 40 recent books, book chapters and journal articles authored by UCLA faculty, graduate students and research affiliates were featured at the reception.

Two of the books were authored under CSW auspices. *Across Cultures: The Spectrum of Women's Lives*, edited by Emily Abel and Marjorie Pearson, contains the proceedings of the Women: Conflict, Culture and Consensus Conference hosted by CSW at UCLA. *Women at Work II* contains the proceedings of a conference co-sponsored by CSW and the Institute of Industrial Relations.

A complete list of titles honored at the reception is available through the Center.

New History Faculty Doing Gender Research

By Ruth Bloch

In recent years the UCLA Department of History has significantly increased its faculty studying the history of women and gender relations. Scholars studying Asian, Asian American, and African American women's history — areas previously underrepresented — have joined the faculty. Other appointments have expanded the department's already-strong focus on Middle Eastern, American, and European women's history.

These historians utilize diverse research methodologies, ranging from quantitative social history to the cultural analysis of gender. They share broad interests in the history of different nations and social groups. Together, they are contributing to the development of interdisciplinary and comparative work in women's studies at UCLA.

Kathryn Bernhardt: The relationship of women to law in late imperial and Republican China is the subject of Bernhardt's current research. Her work, based on legal records, focuses on three major areas: women and marriage rights, women and divorce rights, and women and property rights. She is particularly interested in analyzing how the adoption of a Westernized legal code in the 20th century has influenced Chinese women's lives, family structure, and property relations, as well as popular attitudes concerning gender equality.

Ellen DuBois: The author of numerous works on the history of the American women's rights movement in the 19th and early 20th centuries, DuBois is currently completing a biography of the prominent second-generation suffragist Harriot Stanton Blatch (forthcoming, Yale University Press). Interested in comparative women's history, DuBois has recently co-edited an anthology of essays, *Unequal Sisters: A Multicultural Reader in United States Women's History*, and has begun research on the comparative history of women's suffrage activism around the world. She has also been exploring the lives and work of American historians of women from 1920 to 1970.

Valerie Matsumoto: Matsumoto is just completing a three-generational study of Cortez, a Japanese American farming community in the San Joaquin Valley of California (forthcoming, Cornell University Press). She has also written about pre-World War II Japanese American women for the collection *Making Waves: An Anthology By and About Asian American Women* (Beacon). Matsumoto plans to pursue this subject in 1990-91 as a visiting Women's Studies Scholar at UC Davis. She is interested in examining the relationship of second-generation Japanese American women to work, family, art, and race relations.

Regina Morantz-Sanchez: Morantz-Sanchez' research has been primarily in the area of women and health. She is particularly interested in exploring the tensions women experience when they enter male professions, and how and when those

tensions can lead to distinctly female perspectives. At the moment she is studying an 1892 public libel trial that pitted the *Brooklyn Eagle* newspaper against a prominent woman gynecological surgeon. When she finishes this project, Morantz-Sanchez intends to begin a more comprehensive study of the history and cultural meaning of caring in the U.S. — an examination of how a traditionally female occupation continues to be identified with women, and devalued.

Kathryn Norberg: A social historian of France, Norberg is currently examining pornography and prostitution in the 18th century. Her study contains an analysis of representations of prostitutes in erotic literature and art. It also includes a social history of prostitution in Paris, Nantes, Dijon, Nancy, Marseille, and Lyon from 1680-1820. Norberg will be presenting part of this work in a paper entitled "18th Century Women Writers of Erotica" at the Berkshire Conference on the History of Women in June.

Miriam Silverberg: Silverberg is presently writing a cultural history that explores the articulations of gender, class, and ethnic identity in state ideology and the mass media in pre-war Japan. Her study addresses such issues as the place of the cafe waitress in the consumer society of the 1920s and 1930s, and the image of the female body in advertisements and photojournalism. She is also developing a group portrait of Japanese activist women based on interviews with historians and writers, and her recent article entitled "The Modern Girl as Militant" will be published in the first anthology of essays on the history of Japanese women, *Recreating the Japanese Woman* (forthcoming, University of California Press).

Brenda Stevenson: Stevenson's research focuses on the history of slave society in Loudoun County, VA. She examines antebellum family life — especially sex roles, marriage, and child-rearing — among African Americans and whites. She explores the power that whites wielded over slave family life, as well as kin relations between the races, with a particular focus on African American women and children. The editor of *Journals of Charlotte Forten Grimke* (Oxford University Press), Stevenson is also interested in the history of early African American women writers.

These new members of the department are joining several other faculty members with long-standing interests in the history of women, including Edward Alpers, myself, Nikki Keddie, and Lauro Martines. The breadth of courses now being offered may enable the Department of History to introduce a comparative Ph.D. field in women's history.

Ruth Bloch (History) is currently studying changing conceptions of marital love.

Carole Pateman: Analyzing the "Sexual Contract"

By Penelope Moffet

Carole Pateman, a highly-respected and internationally-known feminist political theorist, joined the UCLA Department of Political Science in early 1990. Author of four books and co-editor of three collections of essays, in her most recent work Pateman examines how both classic and contemporary political theorists address — or ignore — power relationships between men and women.

"She's a very exciting theorist, a major international feminist political theorist," said Karen Sacks, director of UCLA's Women's Studies Program. "It's a pleasure to have her here. I'm absolutely delighted."

Before joining the UCLA faculty, Pateman taught at the University of Sydney for 17 years. During that time, she also accepted prestigious visiting posts at Stanford and Princeton Universities, and she spent 1988-89 in Sweden as the first Visiting Professor to hold the Kerstin Hesselgrin Chair of the Swedish Council for Research in the Humanities and Social Sciences.

Pateman was drawn to accept a full professorship at UCLA because the university "seemed like an intellectually exciting place," she said. "There's a good Women's Studies Program, and the Political Science Department is increasingly well-regarded."

Early in her career, Pateman began building her reputation as an innovative thinker with *Participation in Democratic Theory*, a 1970 book still used in political science courses. Pateman says she's proud of *Participation*, but notes that the book was not written from a feminist perspective. "I would write it differently" today, she said.

In 1974, she began exploring feminist ideas by co-teaching "The Political Economy of Women" with Economics Professor Margaret Power at the University of Sydney. Yet, "Even though I was teaching that, it took me a while to see how the sorts of questions we were addressing related directly to my profes-

sional area," Pateman said. "I'd been brought up on all the standard interpretations of political theory. It takes a while to see that the things you've been taught leave a lot out, that some of the important questions weren't being asked in those standard interpretations." In 1979 she published *The Problem of Political Obligation*, which incorporated "a bit of feminist analysis." 1979 was when I really started publishing feminist things."

With her next book, *The Sexual Contract* (Stanford University Press, 1988), Pateman examined the "deep silence" that has surrounded women's exclusion from the social contract explicated by 17th century philosophers John Locke, Thomas Hobbes and Jean-Jacques Rousseau. The concept of this original contract — through which individuals "consent" to be governed in exchange for the granting of basic rights — forms the basis for much influential contemporary political theory in England, Australia and the U.S. Yet women's "consent" was never asked, Pateman points out in her writing, and attitudes which once deprived women of voting rights continue to deprive them of other rights today.

Pateman's book won the Victoria Schuck Award from the American Political Science Association for the best book on women and politics published in 1988. The book dives deep beneath the surface of gender relations, taking a hard look at several institutions — particularly marriage — to explore how women are continually oppressed and denigrated within them.

"As marriage has been structured legally and socially, it's extremely difficult to have an egalitarian marriage," Pateman said. "Because what it's meant to be a wife is that the woman is subordinate to the husband. Certainly a lot of the old disabilities of what it means to be a



wife have been swept away. But men still have the upper hand economically. For most women, the men are still going to be the major breadwinners — which puts women at a disadvantage straight away."

However, she added, "I think it would be an extraordinarily gloomy prospect if it wasn't possible to achieve equality" within the marriage institution some day. In her own life, she added, she has found that marriage can have many benefits: "Despite all the criticisms of marriage in *The Sexual Contract*, I think it's worth saying that I have, in fact, been married to the very same person for a long time. And he's given me a lot of support." Pateman and her husband, UCLA Visiting Professor of Political Science Roy Pateman, recently celebrated their 30th wedding anniversary.

Pateman's fourth book, *The Disorder of Women* (Stanford: 1989), collects many of her essays published between 1975 and 1988. In addition, she has co-edited three collections of other people's

(Please turn to page 5)

Pateman...

(Continued from page 4)

essays: *Women, Social Science and Public Policy* (J. Goodnow & C. Pateman, Eds., 1985, Boston: Allen & Unwin); *Feminist Challenges: Social and Political Theory* (C. Pateman & E. Grosz, Eds., 1986, Boston: Allen & Unwin); and *Feminist Interpretations and Political Theory* (C. Pateman & M. Shanley, Eds.), due out in late 1990 from Polity Press.

Pateman's road to her present work was indirect. She was born in Sussex, England. At 16, she dropped out of school. In 1963 she enrolled in Ruskin College, an adult education college in Oxford.

"The archetypal Ruskin student is the miner who went down the pit at 12 or 14," Pateman said. "You don't need any formal education at all. They have their own entrance requirements." Pateman was accepted at Ruskin on the basis of an essay she wrote about D. H. Lawrence ("which is quite amusing, if you think about it actually," given Lawrence's strict ideas about gender roles).

At Ruskin, Pateman "discovered political theory." Before enrolling at Ruskin, "I didn't know political theory existed. For some reason, I sort of took to it," she said.

After earning a diploma, she attended Lady Margaret Hall College at Oxford University. There she "read PPE" — Politics, Philosophy and Economics. She earned her Doctor of Philosophy degree in Political Theory from Oxford, was a research fellow at Somerville College for two years, then accepted a position at the University of Sydney in 1972. At Sydney, Pateman worked toward the introduction of a women's studies program — which was established just as she left for UCLA.

Pateman had the winter 1990 quarter to "settle in" at UCLA, and this spring she began teaching "Feminist Theory: Perspectives from the Social Sciences" through the Women's Studies Program. She's also teaching "Democratic Theory" through the Political Science Department, and developing a new course, "Women and Politics."

Recently she was elected to the executive board and appointed First Vice-President of the International Political Science Association World Congress.

One of her first actions was to help create a Committee on the Status of Women, a sub-group which she now chairs. Pateman currently serves on the editorial boards of six journals. She is a past president of the Australasian Political Studies Association, as well as a past American Political Science Association council member.

For the future, Pateman is considering expanding some material about women and democratic citizenship, pre-

sented as the 1985 Jefferson Memorial Lectures at UC Berkeley, into a book. She'd also like to explore "certain aspects of the political theory of colonial conquest," she said. "I'm particularly interested in the arguments we've used in seizure and expropriation of the lands of indigenous peoples" in both Australia and the U.S.



Women and Consent

By Carole Pateman

Consent theorists fail to consider those areas of social life where consent is of practical importance to individuals.... Women are thus easily ignored, because consent in everyday life particularly concerns them. The most intimate relations of women with men are held to be governed by consent; women consent to marriage, and sexual intercourse without a woman's consent constitutes the criminal offence of rape. To begin to examine the unwritten history of women and consent brings the suppressed problems of consent theory to the surface. Women exemplify the individuals whom consent theorists have declared to be incapable of consenting. Yet, simultaneously, women have been presented as always consenting, and their explicit non-consent has been treated as irrelevant or has been reinterpreted as 'consent'....

Even in the 17th century, marriage was seen as a contractual relationship. Today, a husband's authority is not merely taken for granted as 'natural,' but is said to be based on the consent of his wife; therefore, it can be objected, women are seen as capable of consent in everyday life at least. This appearance of consent, whether three centuries ago or today, should not be taken at face value. It obscures a fundamentally important question: Why should a free and equal female individual enter a contract that *always* places her in subjection and subordination to a male individual? Logically, two free and equal individuals should be expected to govern their families jointly. The past and present *content* of the marriage contract reveals the underlying assumption that women are *not* free and equal. Women are not 'individuals' who own the property they have in their persons and capacities, so the question of their 'consent' to the authority of men never actually arises. Rather, their apparent 'consent' to the authority of their husbands is only a formal recognition of their 'natural' subordination. Having been under the authority of their father, they do not, like sons, enter a new status on maturity, but are 'given away' by their father to another man to continue in their 'natural' state of dependence and subjection....

(Excerpt from Pateman, C. (1989) "Women and Consent," in *The Disorder of Women: Democracy, Feminism and Political Theory*. Stanford, CA: Stanford University Press.)

Co-Directors' Column

By Anne Peplau and Carrie Menkel-Meadow

Since our term as acting Co-Directors of CSW will soon be ending, we want to thank some of the many people who have contributed to the Center during the past year.

We had hoped to be able to announce the new CSW director, but as we go to press, negotiations about the position are still underway. We hope that this process will soon be successfully concluded. On behalf of CSW, we would like to thank the members of the Search Committee (Lena Astin, Marilyn Brewer, Kenneth Karst, Anne Mellor, Gary Nash, Anne Peplau, and Karen Sacks) for their valuable service. Marilyn Brewer, Committee Chair, and Rene Dennis, Chancellor's Office administrative analyst, did a magnificent job of coordinating a very complicated search process.

We gratefully acknowledge the help of the many faculty who have served on CSW committees during the past year. We have benefitted enormously from the hard work and thoughtful advice of our energetic Executive Committee — Lena Astin, Anne Mellor, Ruth Milkman, Kate Norberg, and Julia Wrigley (Chair, CSW Advisory Committee). CSW Associate Director Norberg deserves special recognition for her creative leadership in developing new programs to involve graduate students in the Center, and for her continuing contributions to our efforts to support faculty research.

The past year has seen greater collaboration between the Center and the Women's Studies Program — in coordinating programs and speakers, in the Women's Studies section of this newsletter, and in the discussion of feminist pedagogy at the recent CSW retreat. We have greatly appreciated the generosity of WS in letting us use their space for CSW meetings.

For CSW staff, this period of transition has been difficult and demanding. The behind-the-scenes work that keeps Center activities functioning smoothly includes helping faculty with research proposals, monitoring budgets, planning

(Please turn to page 8)

CSW Retreat...

(Continued from page 1)

since the 1947 establishment of the United Nations. She pointed out the subordinate role the UN has given to women's rights. In countries where women are routinely abused through practices such as genital mutilation, "How much do we want [outside agencies] to take an active role in changing things for women?" she asked.

In the resulting discussion Sondra Hale (Anthropology), who has spent 29 years learning about Sudanese women, cautioned against outside intervention in other cultures. "There's a very intelligent, well-informed movement of women against female circumcision" in the Sudan, she said. Change is coming slowly, but progress is being made. Westerners might be better advised to focus their attention on the high mortality rate of women and children from poor health care and malnutrition, rather than on circumcision, she said.

Hale and CSW Co-Director Carrie Menkel-Meadow (Law) led an evening discussion about feminist pedagogy in women's studies courses, which can now be taken to fulfill basic education requirements at UCLA. "One can no longer presume students are self-selected into the courses," Menkel-Meadow said. "How do we deal with the multiple audiences?" The discussion focused on how to teach in democratic ways appropriate to the material being presented, and how to know if or when a little authority is called for. Classroom materials must also take into account students' ethnic diversity, participants agreed.

In other sessions, Helen S. Astin (Education) presented her research on characteristics of women of different generations who have "made it" to positions of leadership in education. CSW affiliated scholar Dorene Ludwig, artistic director of the American Living History Theater, performed two pieces from a 15-character play about the range of American women's experiences in the western U.S., and sought advice for a play-in-progress about the women in Shakespeare's plays.

Sunday morning Hanne Haavind, a Norwegian professor of psychology who is a UCLA visiting scholar this year,

talked about the problems feminist researchers face in trying to bring a non-patriarchal consciousness to their disciplines. Male scholars often see women's studies as a "special interest" or "sub-field." When she herself tried to introduce a feminist perspective to core material, "I was attacked, and I was attacked in the same way wives are attacked when they're trying to change their marriage," Haavind said. Other participants also spoke of the difficulties of changing male-dominated, oppressive structures.

A discussion of the text of Elizabeth Spelman's book, *Inessential Woman: Problems of Exclusion in Feminist Thought* led to a spirited discussion of the importance of recognizing ethnicity, race and class issues in developing feminist theory.

Community through diversity seemed to be created during the weekend, as participants articulated radically different views in a friendly way. Yet, despite the multiplicity of ideas, the gathering included only two people of color. As affiliated scholar Roberta Fernandez pointed out, "Something is wrong with the reality as well as with the texts" when a gathering of feminist scholars is so predominantly white. A discussion about how to increase the number of women of color at UCLA, and at CSW events, followed.

The CSW research retreat is designed to offer scholars an opportunity to present gender-related work-in-progress at an interdisciplinary gathering. Often, significant new issues in feminist research unfold through the discussions. This year's retreat was planned by Carrie Menkel-Meadow (Law), Ruth Milkman (Sociology), and Lynn Naliboff, CSW Programs Coordinator.

The annual *Mujeres Activas en Letras y Cambio Social* (Women Active in Letters and Social Change) **Chicana/Latina Research Institute** will be held **August 3-6** at UCLA, hosted by the Chicana/Latina Office of the UCLA Chicano Studies Research Center. Further information: 206-7575.

Finding Her Own Path to Feminism: Van Do-Nguyen

By Penelope Moffet

Van Do-Nguyen, CSW's Director of Operations, has worked with the Center since its 1985 inception. Do-Nguyen played a major role in helping founding Director Karen Rowe shape the organization.

"Karen and I set up the accounting and personnel systems, fiscal monitoring system, personnel, and contracts and grants administration," Do-Nguyen said. In 1985, "the Center had only two funds, and now we have more than 20 funds. The constant growth of my position makes my job more challenging, more interesting." Her workload is heavy all year round, but "it's worst in June and July due to fiscal closing" for the year, she says. "It's like a woman in labor for two whole months, April and May, who gives birth in June and conceives again in July!"

Do-Nguyen now oversees day-to-day Center operations, establishes and implements office policies and procedures, handles personnel and financial matters (including gifts, contracts and grants administration, and the Center's operating budget), recruits, trains and supervises clerical staff and student assistants, and oversees database management.

When Do-Nguyen first applied for a position at CSW, she was afraid she wasn't radical enough to be hired, she said. Because she comes from another culture, she sees feminism differently than do many American feminists.

Do-Nguyen's upbringing, in a traditional though somewhat liberal Vietnamese family, conditioned her to be subservient to males. As a young adult, however, she rebelled against such strictures. She now tries to incorporate feminist ideals into daily life. "The way I deal with my life and deal with my husband is not the way a traditional Vietnamese woman would," she said. "For me to have a fulfilled life takes a series of negotiations and compromises with my husband — and it's very unusual for a Vietnamese woman to do that."

Originally hired full-time by the Center, Do-Nguyen reduced her workload to 30 hours a week with the birth of her daughter Aimee three years ago. In 1988 the family bought a house in southern Orange County. Do-Nguyen works in the Center office three days a week, and takes some work home. She travels to campus by UCLA vanpool, using the long journey for reading and reflection.

"Part of what's stressful for me is trying to juggle my job and my family," Do-Nguyen admitted. "But one must enjoy what one does. I wake up and I enjoy going to work. I like the Center, because it's just like a small family. I'm very proud to be associated with the Center, which deals with issues I relate to and believe in." She's now teaching her daughter that gender need be no barrier to independence. "I want her to be strong-willed. I want Aimee to be proud of being Vietnamese, and also of being a woman," she said.

Do-Nguyen was born in Hanoi and raised in Saigon, where she attended French private schools. The eldest of five children, she left Vietnam in 1971, at age 17, with a small scholarship to

study chemical engineering at the University of Montreal. She found part-time clerical and babysitting work to help pay her bills.

"It wasn't easy to leave Vietnam at that point, and you're not supposed to go to a foreign country to study languages or humanities or art. You're supposed to study the sciences, so you can go back and serve your country," Do-Nguyen said. Nevertheless, "one month after arriving in Montreal, I decided to study what I always wanted, to become a language teacher." She remembers culture shock and loneliness in her new environ-



ment, but she stayed to earn a bachelor's degree in English Literature and Education, and then a teaching credential.

"I was ready to go back to Vietnam in 1975, when I graduated. But South Vietnam fell," she said. Her parents, brothers and sister were among those immediately air-lifted out because Do-Nguyen's father, a doctor, was also a colonel in the South Vietnamese Army.

The family was taken to Texas. Do-Nguyen joined them there, and found a job teaching English as a Second Language at a community college. While in Texas, Do-Nguyen was active as a spokesperson for the Vietnamese community, giving talks about Vietnamese culture for service clubs and organizations. A year later she married Hien Nguyen, the man she'd fallen in love with in Montreal, and returned to Canada.

She took Nguyen's last name, but also kept her maiden name — an unusual move for a Vietnamese woman. "Do is my family name. I chose to hyphenate, out of love and respect for my parents. It's one of my feminist creations — I invented it," she said, laughing.

(Please turn to page 8)

Gender and Public Policy...

(Continued from page 1)

of Architecture and Urban Planning, and featured three presenters: Claudia Moore, Commissioner of the Housing Authority for the City of Los Angeles; Jacqueline Leavitt; and Karen Hill Scott, Executive Director of the Crystal Stairs Child Care Resource and Referral Agency.

Moore, a resident of Nickerson Gardens, spoke about what it means to be black and low-income in Los Angeles. Leavitt provided statistics about current life realities for low-income households. Scott described ways funds can be drawn from various levels of government to provide child care and public housing. The three speakers focused on both problems and possible ways to change living environments for women and minorities in Southern California.

The second forum was offered on February 22, 1990. Entitled "Revisioning Education: Knowledge and Action for the 21st Century," it was co-sponsored by CSW, the Graduate School of Architecture and Urban Planning, and the Graduate School of Education. There were five presenters: Kris Gutierrez (Education), Sondra Hale (Anthropology), Thelma Estrin, Yvette Galindo (an Architecture and Urban Planning graduate student), and myself.

I opened the session, focusing on demographic changes and their implications for curricula and pedagogical practices in higher education. I also spoke of the need for a transformed curriculum, and for institutional changes in policies and structures to respond to the needs of women and people of color.

Kris Gutierrez focused on how academic discourse helps socialize students to accept not only content knowledge but also the language of the academy, which expresses a particular historical perspective and worldview. She pointed out that the prevailing academic voice does not resonate with women and minorities. She concluded by suggesting that we must challenge this dominant voice, so that the pedagogy of exclusion will become a pedagogy of inclusion, taking in a much larger sociocultural terrain.

Yvette Galindo, a single mother who described herself as "a Chicana of a working class family," spoke com-

pellingly about financial and attitudinal barriers minority students experience in higher education, particularly at UCLA. She believes that institutional policies can be a source of alienation for students of color. As a graduate student, Galindo lost the financial benefits of welfare, but the UCLA financial aid office continued to consider her a welfare recipient. She spent much time and energy at different financial assistance offices, and some faculty members tried to discourage her from pursuing her studies while also caring for young children.

Thelma Estrin reviewed programs and policies in science and technology that "rarely hear a woman's voice." While technology can empower rather than oppress, she pointed out, we have not yet developed an inclusive science curriculum responsive to women and students of color. Nevertheless, Estrin sees glimpses of promising change in intervention programs centered on cooperative learning and changed expectations about the tal-

ents and potential of young women and people of color.

Sondra Hale concluded the session with a call for an action agenda. She spoke of feminism as intervention. Although there is a "chilly climate" for feminism at UCLA, she said, it's possible to envision a multicultural, woman-centered university where good health care, expanded child care, safety, and adequate transportation are available to women on campus.

Hale suggested that we can create an environment that will let us not only survive, but thrive. However, inclusion is not enough — we must challenge the existing hierarchies. Diversity is not enough — the power inequality needs to be exposed and undermined.

The forum concluded with a lively discussion between audience and presenters.

Helen S. Astin (Education) is a member of the CSW Advisory Committee.

Van Do-Nguyen...

(Continued from page 7)

In Montreal, Do-Nguyen worked as advertising coordinator for the Canadian national lottery and as editorial coordinator for a large publishing house. She and her husband moved to California in 1983. Hien Nguyen is now a data processing manager for a bank in Irvine. Do-Nguyen's parents, brothers and sister and their families also presently live in south Orange County.

In their spare time, Do-Nguyen and her husband work on landscaping their backyard. Do-Nguyen also likes to knit, read novels, see movies, and read children's books to Aimee, who will enter preschool this fall.

Do-Nguyen became an American citizen in 1988. Yet sometimes she deeply misses both Canada and Vietnam. "Vietnam gave me a culture, traditions and customs which I intend to safeguard," she said. "Canada is where I came into my own, and the U.S. is where I found fulfillment....There are times when I am overwhelmingly sad about what happened to Vietnam. I try to be American as best I can, but there's a part of me that remains Vietnamese."

Co-Directors...

(Continued from page 6)

conferences and receptions, mastering the intricacies of high-tech computer programming, writing polished prose — and stuffing envelopes. CSW is fortunate in having staff who care about the mission of the Center and bring talent, dedication, and good humor to their work.

Our role as acting Co-Directors has permitted us a unique perspective on feminist scholarship and community at UCLA. We have learned a lot about exciting new work on women, about the challenges of being administrators in the enormous bureaucracy of our large university, and about the dilemmas of creating a center that is a welcoming home for diverse constituents with differing personal agendas. In our rather unusual role as Co-Directors, we have also learned about the benefits of collaborative leadership.

We look forward to participating with the rest of the faculty, CSW staff, and our new leadership in the continuing growth of a vital research center that fosters important new scholarship on women and gender.

1990-1991 CSW Mini-Grants Selected

By Millie Loeb

CSW began its mini-grant program in 1986. Each year, the Center provides small seed grants of up to \$2,000 to UCLA faculty. The program is intended to encourage innovative feminist research that may ultimately lead to extramural funding and/or publication. The 1990-1991 recipients are listed below.

Emily Abel (Public Health)

History of Family Care in the U.S.

This project examines the care women delivered to sick and disabled family members between 1800 and 1930. During the 19th century, caregiving dominated women's lives. Between 1890 and 1930, both the content and the nature of caregiving changed. Although the tasks of caregiving became progressively easier, women caregivers increasingly found themselves without adequate support. The gap between family caregivers and physicians widened dramatically.

Ruth Bloch (History)

Roots of Romance: Gender, Love, and Marriage in Early American Culture, 1630-1815

Ruth Bloch will explore the intellectual and cultural history of changing concepts of heterosexual love in America. The main focus of her project is the ascendancy of the middle-class ideal of romantic love in marriage and its linkage to changing definitions of gender.

Judith A. Carney (Geography)

Disciplinary Women: Land Access, Resistance and Agricultural Intensification in Senegambia, West Africa

This project brings a gendered approach to understanding the African food crisis by focusing on the social organization of peasant households. Extending previous work to three additional ethnic groups, the study investigates the effects of patriarchal control of property and women's access to productive resources on food production. The goal is to understand gender relations in the context of technological change in African food production, and to examine gender relations' significance for women's continuing economic marginalization.

Janet Currie (Economics)

Minimum Wages and the Employment of Young Women

Janet Currie's research explores the effects of minimum wage laws on the work behavior of young women. Most previous research on the effects of the minimum wage has concentrated on young men. Currie will utilize the National Longitudinal Survey of Youth (NLSY), which contains detailed information on such factors as marriage, fertility, education, use of welfare programs, and employment. The NLSY also contains a large sample of Hispanic women, which Currie will examine separately. The effects of minimum wage legislation on Hispanic women have not previously been studied.

Carrie Menkel-Meadow (Law)

Interdisciplinary Focused Research Group on Women and Poverty

Carrie Menkel-Meadow is the convener of an interdisciplinary group of faculty and graduate students. The group has been created to review and discuss issues of

(Please turn to page 13)

The CSW Newsletter is published by the UCLA Center for the Study of Women, 236A Kinsey Hall, 405 Hilgard Ave., Los Angeles, CA 90024-1504. Telephone: (213) 825-0590.

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Photographs by Penelope Moffet

Subscriptions to the Newsletter are available free to those with campus addresses, and at a nominal charge to those with off-campus addresses.

CSW Research Associates

An Archaeologist of Women's Experiences: S. Barbara (Penny) Kanner

By Millie Loeb

CSW Research Associate S. Barbara (Penny) Kanner, an internationally recognized expert in 19th and 20th-century English women's history, turned to academe in mid-life after successful careers as a professional singer, a teacher and a businesswoman. She completed her Ph.D. in history at UCLA in 1972.

As a scholar, "I have always felt a bit like an archaeologist, unearthing that which has been hidden but is so necessary if we are to begin to understand women's experience," Kanner said.

In her work, which she calls "bibliomethodological" research, Kanner delves into social history through exploring, organizing, annotating, documenting and analyzing sources. Her interest in this work arose while she was completing her dissertation on England's foremost woman philanthropist, Angela Berdett Coult. No useful bibliographies of Victorian social history existed, so Kanner began compiling bibliographies focusing on women's issues.

Strongly committed to the emerging women's studies field, Kanner edited *The Women of England from Anglo-Saxon Times*



to the Present: *Interpretive Bibliographic Essays* (Hamden, CT: Archon Books). This was named one of the outstanding academic works of 1979 by *Choice Magazine*.

Kanner's most recent publication is the final volume of her *Women in English Social History 1800-1914: A Guide to Research*, which contains more than 21,000 primary and secondary source entries. The culmination of seven years of intensive study and labor, this three-volume book has been described as

(Please turn to page 11)

Making Children's Literature Visible: Mitzi Myers

By Millie Loeb

In a soft Texas drawl, CSW Research Associate Mitzi Myers described an academic odyssey into women's studies that began with her discovery of Mary Wollstonecraft. "In Wollstonecraft, one can see the dichotomies of reason and emotion, of the need for autonomy and for connectedness, that still interest feminists today," she said.

Myers first encountered Wollstonecraft while preparing her doctoral dissertation on William Godwin, to whom the radical woman writer was married. After finishing her doctoral work in English at Rice University, Myers wanted to learn more about



women writers of the 18th century.

Myers found Wollstonecraft's *Original Stories from Real Life* in the UCLA Children's Collection (which she calls "an inexhaustible mine...the finest repository of juvenile writings in the United States"). In the collection, she also discovered a group of 18th-century authors, primarily women, who communicated new cultural values for youth through their writing.

Myers became especially interested in Maria Edgeworth's morality tales. With the support of a 1990-91 Guggenheim Fellowship, she's now writing a book about Edgeworth and her stories of young girls able to think through morally complex situations and make choices for themselves. In their time, these stories were revolutionary because they suggested that even the youngest heroines weren't simply creatures of feeling.

Myers is fascinated by what she sees as the double message expressed in these stories. "Edgeworth," she explained, "is a classic example of a woman healing the wounds of her own childhood." Edgeworth, and other women writers of her time,

(Please turn to page 11)

Kanner...

(Continued from page 10)

the largest and most comprehensive guide for study and research on women in England in the 19th and 20th centuries.

Volume I covers the changing climate of opinion on women; women's nature and roles in marriage and family life; health care and medicine; laws about family property and the workplace; educational opportunities; religion and spiritualism. Volume II includes employment and careers; philanthropy and social work; class and gender; crime, deviance, and criminology; science, social science, and psychoanalysis, with modern feminist criticism; sexuality and sexual issues from Victorian and modern critical perspectives; feminism, politics, and suffrage. Volume III features autobiographical writings, as well as discussion and criticism of the genre.

Kanner describes her three-volume project as a guide to scholarly inquiry rather than a traditional bibliography. She organizes her listings under headings that represent historical lines of research about Victorian and Edwardian society.

An adjunct associate professor of history at Occidental College since 1976, Kanner has been a CSW Research Associate since 1985, as well as a Senior Research Associate at Stanford University. At Stanford, she is co-director of a National Endowment for the Humanities project, "British Women's Autobiographies: 1750-1950."

Kanner is a member of UCLA's Social Science Research Council; Chair of the Program Committee of the 1991 Pacific Coast Branch Conference of the American Historical Association; and president-elect of the Research Society for Victorian Periodicals. Married to a corporate executive, she has three children and four grandchildren. She is also an artist who has had a one-woman show of her monotypes.

A long-term member of the Friends of CSW, in 1988 Kanner generously endowed the Mary Wollstonecraft Prize, an annual \$1,000 award given to the author of an outstanding dissertation on women or gender using historical materials and methods. Kanner ably fills two Center roles — distinguished Research Associate, and one of CSW's best Friends.

Myers...

(Continued from page 10)

reworked and rewrote the story of the unhappily mothered child within — a "child" more satisfactorily nurtured in a narrative environment shaped by the grown-up author.

Myers describes herself as a historical scholar rather than a theorist. However, she said, contemporary feminist writings — particularly the psychologically-based work of Nancy Chodorow and Carol Gilligan, as well as the work of the more linguistically-focused French feminist theorists — have influenced her. She was also much influenced by an innovative thinker in her own family, a grandmother who was a pioneer businesswoman in Texas.

Myers received the 1988 Children's Literature Association Award for the year's best critical essay for her article, "Impeccable Governesses, Rational Dames and Moral Mothers: Mary Wollstonecraft and the Female Tradition in Georgian Children's Books." She has also received fellowships and awards from the American Council of Learned Societies, the American Philosophical Association, the National Endowment for the Humanities, and the Modern Language Association. In 1991 she will be a Fellow of the Clark Library.

Myers says she values her scholarly work and teaching equally. Currently she teaches courses on Children's Literature and Adolescent Literature through the UCLA English Department. She also teaches UCLA Writing Programs classes.

Myers writes and publishes many articles each year. She serves on the Brown University Women Writers' Project Advisory Board, an endeavor to catalog all the writings in English by women since the 17th century. Her other major work in progress is *Rational Dames and Moral Mothers: British Women Writers and Juvenile Literature, 1780-1830*.

Myers is able to accomplish so much by being very singleminded. She hasn't seen a movie in many years and does not own a television set.

She is grateful for her affiliation with the Center, which has provided her with ongoing access to the Children's Collection and to a community of scholars with similar interests.

A Feminist Look at Urban Legends

By Terry Saunders

Folklorists have until recently ignored what urban legends say about women's place in our culture. However, on April 12, Camilla Collins (Folk Studies, Western Kentucky University) offered a new perspective on "Women's Roles in Urban Legends."

Urban legends are modern narratives, set in the recent past, given wide currency. Although they are accounts of imaginary events, they are usually related as if based on fact and are often believed to be true. Folklorists frequently analyze urban legends to understand cultural mores and values more fully.

One of the most interesting points about the stories is that the main character/victim is almost always female, and her rescuer male, Collins noted. Many tales portray young women as incapable of protecting themselves. One such tale is the "Hatchet Man": two women "foolishly" stay in their dorm over vacation. One is attacked by a madman. The other woman waits helplessly for rescue, locked in her room, listening to "the murderer" scratch at her door. Later she learns the scratching came from her roommate, trying to get help before she died.

Women in urban legends are often portrayed as both stupid and foolish, Collins said. When microwave ovens first became popular, a story made the rounds about a woman who dried her poodle in her microwave. The animal exploded. This story was never told with a man as main character. The implication is that women — especially, it seems, women who own small poodles — are dingbats who cannot grasp modern technology.

Perhaps, Collins said, when more feminist folklorists begin examining this material, we will gain new insights into women's place in popular culture. Then we can begin to find ways to effect change.

"Women's Roles in Urban Legends" was co-sponsored by the UCLA Center for the Study of Comparative Folklore and Mythology, the Center for the Study of Women, the Women's Studies Program, and the Folklore and Mythology Program.

Women's Studies News

UCLA's Women's Studies Program: A Year of Growth, Planning

By Karen Brodtkin Sacks

This has been a year of growth and planning for the UCLA Women's Studies Program. Last year's self-review was followed by this year's external review, conducted by Barrie Thorne (USC), Liz Kennedy (SUNY, Buffalo), and Bert Raven and Ray Brown (UCLA). In fall 1989, the WSP Advisory Committee discussed program issues during a two-day retreat at CSW Co-Director Carrie Menkel-Meadow's home. All this has helped us look collectively at our past and chart directions for the future.

As a result of all this evaluation, the Advisory Committee has decided to build a graduate program in Women's Studies at UCLA. We are considering several alternatives, mainly at the Ph.D. level, including creating the nation's first free-standing Ph.D. program in Women's Studies at an accredited university. We are presently also awaiting the administration's decision on our proposal to offer Honors with the undergraduate Women's Studies major.

In the last year, the program has seen its student enrollment and course offerings grow. WS students are pretty diverse racially and ethnically. We are slowly catching up in the course offerings and faculty with which we serve this diverse community. For instance, "Women of Color in the U.S." (WS130) was offered for the first time in 1988-89; this year it was offered twice. Next year, it will be offered every quarter.

Extracurricular programming has given us opportunities to work with the ethnic studies centers to bring artists and scholars of color to campus. With Chicano Studies, we sponsored the second Chicana/Latina Literary Forum. With CSW and the Center for Afro-American Studies, we presented two lectures on African American Feminist Scholarship by Paula Giddings and Patricia Hill Collins. And with Asian American Studies, we have nominated Maxine Hong Kingston for a Regents Lectureship for

next year.

This year we welcomed Carole Pateman (Political Science), an eminent scholar, to our core faculty. We added WS120, a Field Studies course, to our curriculum last fall. We are one of 10 WS programs participating in a national project to evaluate what students learn in WS Programs. We're now also gearing up for a 1990-91 faculty search for a specialist in the area of women of color. This multi-department recruiting effort will be chaired by Valerie Smith (English).

In 1988-89, the program taught about 2,600 students in 45 courses. We had 29 majors and 29 specializers. This year, we have had 37 majors and 37 specializers, and 2,853 students have been instructed in 49 courses.

That's a lot of good news. The bad news is that we're outgrowing our budget and our space, and we desperately need more of both.

Karen Sacks (Anthropology) is Director of UCLA's Women's Studies Program.

Fall '90 Courses in Women's Studies

Over a dozen WS courses will be offered in fall 1990, ranging from "Introduction to Women's Studies: Feminist Perspectives on Women and Society" (WS10) to in-depth seminars on a variety of topics.

Specialized courses, including "Jurisprudence of Sexual Equality" and "Social Psychology of Lesbian Experience," will be offered along with courses in English Literature, History, Psychology and Sociology. In addition, the option of an independent studies course (WS199) may be selected in any term.

WS Commencement: Reception, Celebration

On June 17, the Women's Studies Program will sponsor a reception for graduates and their families, to follow formal commencement ceremonies of the College of Letters and Science. All faculty and continuing students, as well as their friends and families, are invited to participate.

The commencement ceremonies will be held in Drake Stadium from 9:30 to 11 a.m. The WS reception will be hosted by Director Karen Sacks on the Dickson Quad at noon.

Although the exact number of graduates is never known until the spring quarter concludes, as many as 12 WS majors are expected to graduate. In addition, 15 students who specialize in women's studies but are earning degrees through other departments are also expected to graduate.

Summer School WS Courses

Four Women's Studies courses will be offered this summer — a record for the program.

First session courses include "Work Behavior of Women and Men" (Psych/WS137E) with Jacqueline Goodchilds; "American Women Writers" (Eng/WS107A) with Valerie Smith; and "Black Women Playwrights" (WS185P) with former CSW affiliated scholar Kathy Perkins. We're also planning to offer "Psychology of Gender" (Psych/WS165) during the second summer session.

Registration information can be obtained from the Summer Session office, 100 Dodd Hall, 825-8355.



African American...

(Continued from page 2)

25 on "Black Women and Sexual Politics." Collins described how pornography, prostitution and rape are linked as means to exploit and dominate women. Race, sex and class must be examined together to understand American sexual politics, she emphasized.

Collins noted that African American women have been portrayed as animals, even as pets, from slavery days to the present, and this portrayal has allowed them to be objectified differently than white women. "In pornography, women become non-people," but white women are not considered as sexually available as are African American women. "Racism has been grafted onto pornography," Collins said. The "ideal" pornographic image has been that of the "slave mistress," seen as both passive victim and passionate whore.

Collins read from the work of African American women writers, including Alice Walker, Zora Neale Hurston and Audre Lorde, to show how such ideas and issues have crept into the art of women of color. In the classic blues singers' songs,

one can see how oppressive ideas about African American women have influenced intimate relationships, creating the "love-and-trouble tradition of Black women with Black men." No African American or interracial love relationship, whether heterosexual or homosexual, can be completely free of the legacy of twisted

ideas about women of color, Collins added.

Yet, in the question and answer session that followed her talk, Collins also struck a strong note of hope for the future. Identifying and studying societal sickness is the first step toward healing it, she said.

Outstanding WS Students..

(Continued from page 1)

on the ASUCLA Board of Directors and the Undergraduate Students Association Council, and worked with the Academic Senate. Her concern about the status of women led her to found the Women's Coalition, a group that gives undergraduate women an opportunity to influence the direction of student representation at UCLA. In addition, Aranovich has done extensive research on battered women of color in Los Angeles.

Mary Smith has distinguished herself in her many capacities as a feminist activist. She has attended UCLA part-time since 1982 while working as a full-

time staff member at the UCLA Women's Studies Program. She has played an important role in building the Women's Studies Program and organizing its highly successful public lecture series. In addition, Smith has coordinated UCLA Women's Week for eight years, served on the advisory committee for the Rape Education and Prevention Project, was past president of the California National Organization for Women (NOW) and has served on the NOW National Board of Directors.

Both women are examples of people with strong academic backgrounds who also have strong feminist commitments and involvement with the larger community.

The outstanding seniors will be honored at a dinner June 9 at the Chancellor's residence. The Alumni Awards for Excellence ceremony will be held June 10 in Perloff Quad. Each student will receive a plaque, a medallion, and a life membership in the UCLA Alumni Association. For reservations for the ceremony, call 206-0684.

Mini-Grants...

(Continued from page 9)

gender and poverty, with the purpose of planning an interdisciplinary conference to bring together some of the leading scholars and activists working on poverty issues. Topics to be considered include the role of unwed motherhood, teenage pregnancy, inadequate welfare programs, workfare, and racism in poverty; definitions of the "underclass"; homelessness as it affects women and children; housing policy (public housing and privatization); and the changing demographics of poverty.

Andrea Rapkin (Medicine/Obstetrics and Gynecology)

The Efficacy of Depoleuprolide and Estraderm Patch for the Treatment of PMS

Andrea Rapkin will study the combined effectiveness of treating pre-menstrual syndrome by administering Depoleuprolide (a chemical that prevents the normal cyclic rise and fall of the ovarian sex hormones) with "natural" estrogen and progesterone, given in a continuous fashion. She also plans to investigate the role of progesterone withdrawal in the etiology of PMS.

George Sanchez (History)

Gender, Ethnicity and Acculturation in Chicano Los Angeles, 1930-1950

George Sanchez will pursue ongoing research and writing on the complex set of cultural decisions facing Los Angeles-born children of immigrants from 1930-1950. His goal is to prepare an article which fully utilizes gender as a central field of analysis in this aspect of Chicano/Chicana history.

Black Women in Academe: Issues and Strategies by Yolanda T. Moses is the newest publication of the Association of American Colleges' Project on the Status and Education of Women. Single copies may be purchased for \$5. Checks should be made payable to AAC/PSEW and sent to Project on the Status and Education of Women, Association of American Colleges, 1818 R St., NW, Washington, DC 20009.

Graduate Students

Graduate Student Career Strategies

By Kathryn Norberg

On April 24, several professors and about 50 graduate students attended an interdisciplinary series of workshops on career issues for graduate students. In three hours of sessions sponsored by CSW, participants explored ways to approach the job market. They also discussed problems common to female graduate students. The workshops were co-led by faculty and graduate students.

In one workshop, Roxanne Eberle (English), Julia Wrigley (Education, Sociology), Carole Frick (History) and Matt Matsuda (History) led a discussion of problems women teaching assistants encounter. Women TAs are usually viewed as less demanding than male TAs, and so must make their standards and expectations clear from the first day of class, the group agreed.

Another workshop, led by Karen Rowe (English) and Rosemarie Pegueros (History), dealt with issues students should consider when composing their dissertation committees. For advanced graduate students ready to enter the job market, Prudence Chou (Education), Anne Peplau (Psychology) and Faith Windsor (Political Science, CSU Northridge) described how to put together a placement file and approach prospective referees. The interview process was discussed in a workshop led by Sandra Graham (Education), Amy Richlin (Classics, USC) and Gary Richwald (Public Health), at which Atara Stein (English) and other graduate students who have recently undergone the interviewing process shared their experiences.

Bob Emerson (Sociology) and Celia Naylor (Afro-American Studies) facilitated a workshop on publishing and conferences. The discussion mainly focused on how to convert a dissertation into a book. Emerson and Naylor also gave students some useful tips on how to publish articles in academic journals.

Graduate students pursuing research on women and gender who are interested

in getting involved with CSW and receiving informational materials are encouraged to contact Lynn Naliboff, CSW Programs Coordinator, at 206-8627. Materials about applying for dissertation support and post-doctoral grants are available through CSW. A dissertation support group and an interdisciplinary discussion group have also been formed.

Kathryn Norberg (History) is Associate Director of CSW.

Grad Student News

Martin Monto and A.C.R. Hernandez (Sociology) will present a paper, "Peer Intervention in Drunk Driving Situations: Age, Sex and Race," at the American Sociological Association convention in August, 1990.

Sherifa Zuhur (History) has just completed her doctoral dissertation, *Self-Image of Egyptian Women in Opposition Movements*.

Having "It" All: One Grad Student's Life

By Rosemarie Pegueros

Graduate students who are also mothers are frequently asked, "How do you do it?"

For me, "it" is working on my doctorate in Latin American history, teaching classes, taking care of my daughter, having a personal life, participating in feminist activism, and writing columns for *The Daily Bruin*. I do all this by just plunging full speed ahead, afraid to think about everything I do. It's like riding a bicycle — if you pause to consider how you do it, you land on your head.

I have a great desire to succeed. Sometimes I want my doctorate so badly, I think I am willing to do whatever it takes to get it. Yet everything in life, particularly for a middle-aged woman pursuing a doctorate, involves balancing conflicting interests, weighing one's own needs and desires against commitments that won't wait: a child who needs to be fed, clothes that must be washed, relationships that need tending. How I envy women who can afford to pay for help with the housework!

For me, balancing interests means that I am not as involved as I would like to be in my daughter's school, that she goes to an after-school care program, and that we eat leftovers or fast food during the week. My house is as dirty as I can stand it — I have learned to live with a level of disorder that two years ago was unimaginable to me. I have learned to ask my family and friends for help, and to accept that the living room is not as neat as it would have been if I had been the one to clean it.

The trade-off is that my work is deeply satisfying. My days are fulfilling and even joyous. I am filled with energy from resources I didn't know I had.

More importantly, my daughter rejoices in my accomplishments and sees her own role in helping me succeed. As she witnesses my struggles to attain my doctorate and to make my mark on the world, she is learning about hard work, making choices and fulfilling commitments.

Rosemarie Pegueros is a graduate student in History and a member of the CSW Graduate Programs Committee.

Book Review: Fasting Girls

Fasting Girls: The Emergence of Anorexia Nervosa as a Modern Disease by Joan J. Brumberg. (1988) Cambridge, MA: Harvard University Press.

By Regina Morantz-Sanchez

Physicians have known about anorexia nervosa since the 1870s, but public awareness of the disease is surprisingly recent. Although medical facilities, lay self-help organizations and treatment programs are currently available, these have appeared only in the last 20 years. Moreover, experts believe that anorexia's incidence has increased since the 1960s. Some speculate that up to one-fifth of college women are plagued by some form of eating disorder. Anorexia is hardly known in the Third World; it plagues only the United States, Western Europe, Japan, and other areas experiencing rapid Westernization. In the United States, the overwhelming majority of anorectics are female, white and middle or upper class.

The stuff of history? Absolutely. In *Fasting Girls* Joan Brumberg has taken a baffling contemporary medical dilemma and made it the subject of a fascinating journey into the past. Believing that anorexia nervosa in particular "lays bare the extent to which disease is a cultural artifact, defined and redefined over time," she renders intelligible the distinctive and varied cultural contexts in which women have chosen to refuse food. In doing so she uncovers and describes a number of important historical transformations: changes in the middle class family and the experience of adolescent girls, the transition from the religious to the secular and from the sacred to the scientific, shifts in the role and authority of the medical profession, cultural alterations accompanying industrialization and the emergence of consumer society, and variations in the symbolic place of food in European cultures over time. It is an ambitious agenda, but the author's thinking and writing are so clear that the reader quickly settles back in comfort, grateful to be in the hands of a scholar acutely sensitive to the complexities of history.

In keeping with this sensitivity,

Brumberg's account of the emergence of modern anorexia carefully avoids the mistakes of other scholars. For example, she is unsympathetic to a strictly psycho-historical approach, which sees food refusal among young women as a consistent psychological experience throughout history. Equally unsatisfactory, in her view, is an exclusively biomedical model that fails to take into account the sensitivity of the metabolism to cultural patterning. She also moves well beyond the still popular perspective on male doctor-female patient relations provided in books such as Elaine Showalter's *The Female Malady* (1985), which depicts physicians and psychiatrists as the cultural agents of a society wishing to control women through surgery, psychological labeling, or drug therapy. Instead, she offers an interactive cultural model that integrates biological, psychological and cultural determinants.

The book begins with a discussion of the meaning of food refusal in the medieval world, where fasting was fundamental to the idea of female holiness. Brumberg traces the decline of religious explanations for fasting and connects the emergence of the new disease with capitalist development and aspects of bourgeois family life — intimacy, parental expectations, material conditions, and a gender ideology of rigidly separated sex roles. Secularization, and the consequent rise in the status of physicians, ensured the transformation of the act of food refusal among young women from an expression of personal piety into a symptom of disease. All the while we witness not only the emerging authority of the medical profession, but the ways in which that authority was tempered by patient choices in presenting their complaints. In the final chapters, Brumberg identifies significant trends in contemporary culture which may account for the recent epidemic in eating disorders.

In this book, adolescent women are not simply victims, but actors on and interpreters of the culture in which they live. Though Brumberg convinces us that cultural context and the meaning of food refusal have varied, she does identify a

link between her subjects: all of them used food as a symbolic language.

Simply put, this is a magnificent book. In tracing the history of anorexia nervosa as a modern disease, Brumberg reminds us that good history is truly an integrative endeavor: that skillful synthesis, in its efforts to come as close as possible to an accurate account of the past, must analyze a range of social, cultural, psychological, intellectual and economic developments.

Regina Morantz-Sanchez (History) is the author of Sympathy and Science: Women Physicians in American Medicine (1985) New York: Oxford University Press. This review was originally published in Isis, 80:4 (1989). It has been edited, with permission of the author.

Research Seminar...

(Continued from page 2)

victimized by rape, suicide was considered an honorable course for her to take. "In the Renaissance as well as antiquity, male honor often took the form of obsession with the sexual conduct of their womenfolk," Woods-Marsden said. Portraits showing rulers and their wives portrayed the men as active participants in court life, while the women were placed in the background. Yet, Woods-Marsden noted, biographical information indicates that some 15th-century court women held more informal power than their portrayals might indicate.

Throughout the year, the Feminist Research Seminar attracted a diverse group of faculty, graduate students and other scholars. The lecture series was co-chaired by Chris Littleton (Law) and Andrea Rapkin (Obstetrics and Gynecology). Plans are underway for the 1990-91 seminar, which will be co-chaired by Littleton and Regina Morantz-Sanchez (History). Faculty interested in presenting research are encouraged to call 206-8627.

UCLA Publications in Brief

In each issue you will find short descriptions of recent books, articles, and papers on women and gender, authored by UCLA scholars. The wide diversity of subjects reflects the broad interests of the faculty and the breadth of research at UCLA. We would like to include your most recent work in future issues.

Deadline for the fall, 1990 issue is September 1, 1990. Please send a typed or legibly-printed description of your article, paper or book to:

Penelope Moffet, Editor
CSW Newsletter
236A Kinsey Hall
Campus 150405

Roberta Fernandez

Fernandez, R. (1990) *Intaglio: A Novel in Six Stories*. Houston: Arte Publico Press.

Examines the deep-rooted culture of women born at the turn of the century on the U.S.-Mexico border, the creative outlets available to women in a pre-literate society, and the manner in which the culture was transmitted to younger generations.

Afaf Marsot

Marsot, A. (1989) "Women and Social Change." In G. Sabagh (Ed.), *The Modern Economic and Social History of the Middle East in its World Context*. Cambridge University Press.

Examines cultural myths and stereotypes affecting Egyptian women, and how men have used these myths to control women and property.

Vickie Mays

Cochran, S.D. & Mays, V. (1990) "Sex, Lies and HIV," *New England Journal of Medicine*, 322(11):774-775.

Discusses the problems with advising sexually-active teenage women to

select potential sexual partners from groups at lower risk for HIV, in part by asking partners about their risk histories.

Mitzi Myers

Myers, M. (1989) "Quixotes, Orphans, and Subjectivity: Maria Edgeworth's Georgian Heroism and the (En)Gendering of Young Adult Fiction," *The Lion and the Unicorn: A Critical Journal of Children's Literature*, 13(1):21-40.

Analyzes Edgeworth's *Angelina* as a feminist contribution to the period's new genre of fiction for adolescents.

Carole Pateman

Pateman, C. (1989) *The Disorder of Women: Democracy, Feminism and Political Theory*. Stanford, CA: Stanford University Press.

In essays from 1975-1988, Pateman discusses various aspects of democracy and citizenship, and illustrates the development and significance of a feminist approach in political theory and political science.

Jerome Rabow

Rabow, J. (forthcoming) "Beyond Love and Work," *Political Psychology*.

Reviews *Psychoanalysis and Nuclear Threat*, (Ed. by H.B. Levine, P. Jacobs & L.S. Rubin. Hillsdale, NJ: The Analytic Press), a 1988 book which argues the need for psychoanalysis to take patients' nuclear fears seriously. Rabow examines this issue from a feminist perspective.

Gary Richwald

Richwald, G.A., Greenland, S., Gerber, M.M., Potik, R., Kersey, L. & Comas, M.A. (1989) "Effectiveness of the Cavity-Rim Cervical Cap: Results of a Large Clinical Study," *Obstetrics and Gynecology*, 74:143-148.

Analyzes the risk factors for pregnancy among 3,433 women who used the cervical cap from 1981-1988. Discusses complication rates as well as pregnancy risks for women who use the cap correctly and consistently.

Margaret Rose

Rose, M. (1990) "Traditional and Non-Traditional Patterns of Female Activism in the United Farm Workers of America, 1962 to 1980," *Frontiers*, XI(1):26-32.

Examines women's differing experiences of and attitudes towards politicization, union work, visibility, and domesticity in the UFW using the examples of Helen Chavez and Dolores Huerta.

Ronald Swerdloff

Swerdloff, R. (1988) "Male Contraception: 1988 and Beyond." In H. Burger and D. de Kretser (Eds.), *The Testis*, pp. 547-568. New York: Raven Press.

Discusses the encouraging results of an attempt to develop a new male contraceptive that is safe and reversible.

Nan Van Den Bergh

Van Den Bergh, N. (1990) "Feminist Approach in Treating Depression." In K. Corcoran (Ed.), *Structuring Change*. New York: Lyceum Press.

Provides an overview of traditional modes for treating depression and contrasts these with a feminist approach. The major components of a feminist therapeutic approach are outlined.

Compiled by Manali Desai and Penelope Moffet.



Upcoming Conferences

National Association of Commissions for Women
July 12-15, 1990

The Los Angeles County Commission For Women will host NACW's annual convention at the Long Beach Hyatt Regency Hotel. For more information, contact Tamilla Palmer or Shelley Hara of the L.A. County Commission For Women, 383 Hall of Administration, 500 W. Temple, Los Angeles CA 90012, (213) 974-1455.

Comparative History of European Nationalism: Towards Europe 1992
International Society for the Study of European Ideas
September 3-8, 1990

The conference, to be held at Catholic University of Leuven, Belgium, will offer more than 40 workshops on politics, economics, culture, and philosophy, including several on feminism, women's rights, and women's roles in European nationalism. For information, contact Ezra Talmor, Conference Chair, ISSEI, Department of Philosophy, Haifa University, Mount Carmel, Haifa 31999, Israel.

The Politics of Caring
October 11-13, 1990

This interdisciplinary, multi-cultural conference will include sessions on women's health, Southern nursing history, and the imagery of nurses and the nursing profession. For more information, contact Elizabeth Fox Genovese, Director, Emory Institute for Women's Studies, 210 Physics Building, Emory University, Atlanta, GA 30322, (404) 727-0096.

American Historical Association, Pacific Coast Branch
August 14-18, 1991

Proposals for papers or panels are now being accepted for this 84th annual convention, which will be hosted by the History Department of the University of Hawaii at Kona. Part of this year's conference will be devoted to women's history. For further information, contact Barbara S. (Penny) Kanner, 467 Comstock Avenue, Los Angeles, CA 90024.

The International Association for
Audio-Visual Media in Historical Research and Education
Gottingen, Germany

Scholars researching or teaching women's history by utilizing audio-visual resources are invited to submit articles for the IAMHIST journal and to attend the conference, which will be held in 1991. For details and exact dates, contact Ina Bertrand, Centre for the Study of Educational Communication and Media, School of Education, La Trobe University, Bundoora 3083, Australia.

Compiled by Millie Loeb.

Employment Opportunities

California State University,
Dominguez Hills

California State University, Dominguez Hills invites nominations or applications for several new and continuing academic leadership positions, including Associate Vice President for Academic Personnel, Associate Vice President for Academic Resources and Planning, Dean of Undergraduate Studies, and Dean of the School of Nursing, Clinical Sciences and Health Sciences. Write to CSU Dominguez Hills, Carson, CA 90747 for further details on these positions.

California State Polytechnic
University, Pomona

The Ethnic and Women's Studies Department of California State Polytechnic University, Pomona is seeking part-time/temporary lecturers. Minimum qualifications include an M.A., familiarity with ethnic, racial, and/or gender issues and communities, and academic preparation in one or more of these teaching areas: African American Studies, American Indian Studies, Asian American Studies, Chicano/Hispanic Studies, and Women's Studies. Contact Donna Dannan, Department Secretary, Ethnic and Women's Studies Department, California State Polytechnic University, 3801 W. Temple Avenue, Pomona, CA 91768.

Ford Foundation

The Ford Foundation is seeking three professional staff members to fill openings in Beijing and Manila. Two of the openings are in reproductive health, and the other is in the field of law and legal reform in China. Qualifications include language proficiency and graduate education in law, the social sciences, or public health. Contact Joan C. Carroll, Manager of Employment, Ford Foundation, 320 East 43rd Street, New York, NY 10017.

Compiled by Beth Gonsewski.

Opportunities for Funding

Agape Foundation

The Agape Foundation is particularly interested in providing seed grants of up to \$3,000 for women-related projects that integrate peace and social justice issues. Projects that cannot secure funds from traditional sources have priority with Agape, which usually funds grassroots organizations, but will entertain proposals from individual scholars. Deadline is **July 23, 1990**. Contact Ann Wrixon, 942 Market Street, Suite 601, San Francisco, CA 94102, (415) 986-2297.

The Global Fund for Women

This organization provides grants of \$500-10,000 for projects they believe will help start, strengthen, and link groups committed to women's well-being. Contact Anne Firth Murray, President, The Global Fund for Women, 2400 Sand Hill Road, Suite 201, Menlo Park, CA 94025-6941.

Fulbright Scholar Awards

Fulbright awards for research and university lecturing abroad are granted in all disciplines, and scholars of all academic ranks are eligible to apply. Eligibility requirements include U.S. citizenship, a Ph.D. or comparable professional qualifications, and university or college teaching experience. Contact Anne Bodenheimer, Fulbright Program Coordinator, 11288 Bunche Hall, 825-2009. Deadlines are as follows:

August 1, 1990: Africa, Asia, Western Europe, Eastern Europe, the Middle East; lecturing awards to Mexico, Venezuela, and the Caribbean; travel-only awards to France, Italy, and Federal Republic of Germany.

November 1, 1990: Institutional proposals for Scholar-in-Residence Program; International Education Administrators Program in Federal Republic of Germany, United Kingdom, and Japan; the Fulbright German Studies Seminar.

January 1, 1991: NATO Research Fellowships and Spain Research Fellowships.

The Gustav O. Lienhard Award

The Institute of Medicine, National Academy of Sciences, is accepting nominations for the fifth annual Gustav O. Lienhard Award. The award, which includes a medal and \$25,000, recognizes individuals for outstanding achievement in improving personal health care services in the United States. Support for the award is provided by The Robert Wood Johnson Foundation. The emphasis is on creative or pioneering efforts that have appreciably improved personal health. Nominations must be mailed by **June 22, 1990**, to Kay C. Harris, The Lienhard Award Committee, Institute of Medicine, 2101 Constitution Avenue, N.W., Washington, D.C. 20418. Call Millie Loeb, CSW Assistant to the Director, at

206-1844 for a copy of the brochure.

National Endowment for the Humanities

Travel to Collections Program

This program provides grants of \$750 to assist scholars to meet the costs of long-distance travel to the research collections of libraries, archives, museums, and other repositories throughout the world. Applicants need not have an academic affiliation to be eligible. Deadline is **July 15, 1990**. Contact the Travel to Collections Program, Division of Fellowships and Seminars, Room 316, 1100 Pennsylvania Avenue, N.W., Washington D.C. 20506, Kathleen Mitchell (202) 786-0463.

Compiled by Millie Loeb.

CSW Research Services

A major objective of the Center for the Study of Women is to encourage and facilitate funding for research projects on women and gender. The staff assists with proposal development and processing and with grants administration, helping to find answers to difficult questions and to make the process of application as smooth as possible. CSW leadership and staff are available to consult on project ideas, to assist in conceptualizing and editing proposals, and to assist in budget development. We also act as intermediary with the UCLA Office of Contracts and Grants Administration, getting the required University approvals and making sure that proposals meet necessary criteria. Once a proposal is funded, CSW works with OCGA accounting to handle monitoring activities.

For more information contact Millie Loeb, Center for the Study of Women, (213) 206-1844.

Norberg and Emerson Projects Funded

Kathryn Norberg (History) has been funded by the Florence J. Gould Foundation to complete research on her book about the depiction of prostitution in French art and literature from 1650-1814. Norberg will examine how gender and sexuality were constructed socially and culturally during a critical period in French history. She will also demonstrate the relevance of French feminist theory to historical analysis.

Robert Emerson (Sociology) has been funded by the Alzheimer's Disease and Related Disorders Association, to conduct a pilot study analyzing how family caregivers of Alzheimer's disease victims come to participate in support groups, and the short-term and long-term consequences of such participation. He will examine pathways to Alzheimer's support groups; processes of contacting, entering, and dropping out of such groups; typical stages in support group involvement; and how involvement in support groups affects caregivers' understanding and handling of family problems.

Promotions, Appointments and Honors

Ruth Bloch (History) has been awarded a UC Presidents Fellowship in the Humanities, 1990-1991, for her project on changing conceptions of love in 18th-century America.

Sondra Hale (Anthropology) has been awarded two grants for her book-in-progress on Sudanese women, *The Politics of Culture, the Politics of Gender*. One grant is from UCLA's Gustave von Grunbaum Center for Near Eastern Studies, and the other is the Research, Scholarship and Creative Activity Award from California State University, Northridge.

Afaf Marsot (History) has been elected president of the American Research Center in Egypt for 1990-93.

Gary Richwald (Public Health) won the Annual Award for Excellence in Research and Service in Perinatal Health Care from the March of Dimes Birth Defects Foundation, Orange County Chapter, in March, 1990.

Ruth Yeazell (English) has received the 1990 Eby Award for Distinguished Teaching from the UCLA Alumni Association.

Friends of the Center for the Study of Women

By Bea Mandel

This spring, several stimulating programs were presented by the Friends of CSW. In the first program Selma James, the founder of the international Wages for Housework movement, brought a diverse group together to hear her thoughts on housework's "invisibility" and the consequent loss to the Gross National Product.

On April 23, CSW Founding Director Karen Rowe (English) updated members and their guests on the state of the UCLA Ford Foundation Project to integrate the perspectives of women of color into the undergraduate curriculum. "Curriculum for a New Century" provided an opportunity to explore how and why a primarily male Eurocentric perspective should be broadened, and the impact this will have on student learning.

On Monday, June 11, the final event of the academic year will be a dinner at the Faculty Center featuring Marija Gimbutas (Archaeology; Indo-European Studies Program), author of the recently published book, *The Language of the Goddess*. At the same event, the Friends will award the annual Wollstonecraft Prize for an outstanding dissertation on women or gender. Proceeds from the dinner will be

added to the recently established fund for graduate students launched by S. Barbara (Penny) Kanner and Joan Palevsky.

Sallie O'Neill, vice-president of programs, has been responsible for an excellent series of events this year and is already at work on events for 1990-91. Please do join with us, and invite your friends as well. Treasurer Wendy Kohn (818) 345-4217, or Vice-President of Memberships Charlotte Georgi (213) 836-4173, will be happy to answer questions about membership benefits and dues.

We look forward to your participation in the coming year.

Bea Mandel is president of the Friends of CSW.

The UCLA Speakers Bureau wishes to match UCLA staff and faculty with various clubs and organizations who request speakers. Speakers address a broad range of topics. Contact Marjorie Kelly at 825-3094.



Join the Friends of CSW

We strongly encourage you to support our activities by becoming a member of the Friends of the UCLA Center for the Study of Women. Your contribution will place you on our mailing list to receive our quarterly Newsletter, and you'll be invited to special events. As a member, you will know that your generosity is furthering the development of feminist research and outreach in the Los Angeles area. Note new membership categories for UCLA staff and students.

___ UCLA faculty, administration, staff: \$50
___ Student: \$20
___ Friend: \$150

___ Associate: \$250
___ Sponsor: \$500
___ Director's Circle: \$1,000

Name: _____
City: _____

Address: _____
State: _____ Zip: _____

Write checks payable to the UCLA Foundation. Mail to: UCLA CSW, 236A Kinsey Hall, Los Angeles, CA 90024-1504
All contributions are tax deductible.

UCLA Women Faculty: Two Steps Forward?

By Jeanne Giovannoni

Last spring, at a dinner sponsored by the Friends of the Center for the Study of Women, Vice-Chancellor Andrea L. Rich presented historical information on women at UCLA. The information was prepared by Friends member Sallie O'Neill.

One item in Rich's talk brought a strong reaction from her listeners: 75% of the original faculty of the teacher-training "normal school" which evolved into UCLA were women. A cry went up from the audience: "It's been downhill all the way!"

Actually, women's representation on UCLA's faculty fell steadily for a number of years, but the numbers have been rising since affirmative action was instituted in 1972. The low point in women's representation on the UCLA faculty came in 1965. In that year, women constituted 5.4% of the total faculty, a drop from 12% in 1945. This decline was largely due to a sharp reduction in the previous five years' hiring of women assistant professors.

From 1960-65 the number of women assistant professors hired dropped by 36%, while the number of men assistant professors rose by 60%. In those days, it was not only legal to discriminate against women in hiring, it was considered academically sound.

Since 1972, the proportion of women on the UCLA faculty has risen from 7.4% to 16.9%. Most gains have occurred at the assistant professor level, where the proportion of women hired has more than tripled, to 35.4%. Today there are more than twice as many tenured women professors as in 1972; 13.1% of the tenured professors at UCLA in 1989-90 are women, a total of 195 women faculty.

Among male UCLA faculty, 71% are full professors. In contrast, women are distributed almost equally across the ranks of full, associate and assistant professors. Male and female professors are promoted and retained at almost identical rates — about 73% (promotion) and 55% (retention) for each gender. Faculty attrition may not be gender-based, but because women are still underrepresented, women professors' departures diminish the long-range effects of accelerated hiring.

In recent years, progress in the pursuit of gender diversity has been steadily maintained and even somewhat advanced, but gender segregation still typifies the campus. More than half of UCLA's departments have no more than two women faculty. Nearly three-fourths of all women faculty are concentrated in one-third of the departments — in some of the professional schools (including Nursing, Education and Social Welfare) and in some of the humanities and fine arts departments.

Perhaps one of the greatest hazards to continued progress is complacency. Over and over I have heard people say, "The women 'thing' will take care of itself." But, at the rate the "women thing" is going, it will be a long, long time before women reach parity with male faculty. Rather than waiting for "it to take care of itself," women have been working persistently, even doggedly, to make UCLA's faculty and all its academic endeavors truly diverse.

Jeanne Giovannoni (Social Welfare) is Associate Vice Chancellor for Faculty Relations with primary responsibility for academic affirmative action. She also serves on the UCLA Chancellor's Council on Diversity.

UCLA Center for the Study of Women
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