

## EDITORS' NOTE

When Frances Olsen first suggested this topic to the *UCLA Women's Law Journal* it was March of 1999. A new Board had just been elected, and had voted to keep up the tradition of having a bi-annual symposium. We Symposium Editors had just been appointed. The topic seemed unusual; discrimination against women in academia is happening now? It's almost the twenty-first century! Still, Professor Olsen did have an impressive list of feminist scholars who had expressed their willingness to speak on the subject, and so when it came time to vote on a topic, it won by a substantial margin.

And so, as the *Journal* began its tenth year of production, we sent invitations to potential symposium guests and put out a general call for papers on the topic. The response was truly surprising. Academics from across the country, and even Canada, came forward with their enlightening and diverse views on the subject. Although each had his or her own take on the issue, one thing was clear, gender discrimination was alive and kicking in academia.

Professor Pamela Smith, of Boston College, informed us of her comprehensive study, documenting both gender and race discrimination in academic hiring practices. UC Davis professor, Martha West offered to speak on her experience of trying to bring about equal pay for equal work on her campus. There were even stories of gender bias from relative newcomers to the field, like Professor Melissa Cole from Saint Louis University, and there were stories of longstanding discrimination such as that faced by Professor Mary Daly, of Boston College.

In the process of contacting speakers and putting together this Symposium, we have become aware of how pervasive and persistent the problem of discrimination against women in academia really is. Despite the fact that women are enrolling in law school as students in record numbers, their female faculty members tend to be a minority in their field and are paid a lower average salary.

Armed with this newly acquired knowledge, we set about designing a Symposium that would take a thorough and even-

handed look at the issue of gender discrimination. We set up panels that defined the issue, discussed means of dealing with the issue, and attempted to project what the future holds for women in academia.

Throughout this entire process, we have endeavored to keep the tone of the Symposium, and this Symposium issue non-adversarial. We began this project with a sincere desire to determine what discriminatory practices were in existence, and what reasonable measures could be taken to counteract them. In the ten years since the founding of the *Women's Law Journal*, women have come a long way in the field of law. Incidents of malicious and intentional discrimination are less common, and the new challenges we face include institutional, or even unintentional discrimination. Deeply rooted stereotypes or practices that make it difficult for a woman to advance in the field.

Thanks to our patrons and generous donations, not to mention an incredibly hard working Board and Staff, the Symposium was a success. In this issue we have collected a myriad of views, opinions, and descriptions of discrimination against women in academia. It is unfortunate that the issue is still relevant today, but we sincerely appreciate all the contributions from authors and speakers who made this Symposium possible.

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Symposium Editors  
*UCLA Women's Law Journal*  
Volume 10