

UCLA Center for the Study of Women

Annual Report

October 1, 1984 - June 30, 1986

Submitted by Director Karen E. Rowe

November 18, 1986

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TO: Dean John D. O'Connor
Division of Life Sciences
College of Letters and Science
1312 Murphy Hall

FROM: Karen E. Rowe, Director
UCLA Center for the Study of Women
236A Kinsey Hall



RE: Transmittal of the Annual Report, 1984-86

Attached is the UCLA Center for the Study of Women's first Annual Report. As you know, the Organized Research Unit was officially authorized by the Board of Regents on September 21, 1984. Vice Chancellor of Research, Albert Barber, indicated that no annual report need be submitted for the three-quarter year's operation in 1984-85.

Therefore, this report covers the following periods:

- (1) January, 1, 1984-June 30, 1984, during which time the Women's Studies Program Research Committee was allocated interim funding from Vice Chancellor Barber, while the proposal underwent Academic Senate and administrative review.
- (2) October 1, 1984-June 30, 1985, which saw the Center's establishment with a budget allocated at a pro-rated 3/4's year funding, temporary space provisions, and initial staff hires.
- (3) July 1, 1985-June 30, 1986, which was CSW's first full year of operation.

This Annual Report is more extensive than future such documents will be, since it surveys the Center's organization, emerging programs and activities covering nearly two years, and current priorities for growth and resource requirements. As we have indicated in previous discussions this Fall, space is the Center's single most critical need, specifically offices to house the Director and Associate Director. A statement of programmatic goals for 1986-87 as well as staffing, space, and budgetary needs, as presently projected, for 1986-1989 appears on pages 21-24 of this report.

We deeply appreciate the support you have provided during these crucial years of the Center's establishment. As you depart for the University of North Carolina, we hope you count as among your many successes at UCLA the strengthening of the Women's Studies Program and founding of the first Center for the Study of Women in the University of California system. You will find an equally creative and productive group of scholars at UNC, which currently shares with Duke University, the editorship of SIGNS.

If there are any questions about the Annual Report, please call.

UCLA CENTER FOR THE STUDY OF WOMEN
ANNUAL REPORT OCTOBER 1, 1984 - JUNE 30, 1986

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I. ORGANIZATIONAL OVERVIEW

ESTABLISHMENT

On September 21, 1984, the University of California Board of Regents approved the establishment of UCLA's Center for the Study of Women, effective immediately. UCLA's Center remains the only Organized Research Unit in the University system to develop and coordinate research on women and gender-related issues. The Center's founding at UCLA reflects the research strength of over 100 faculty, representing eight professional schools and 24 departments within the College of Letters and Science and the College of Fine Arts.

Already recognized as a West Coast "think tank," the Center provides a vital environment within which scholars explore new frontiers of knowledge about women and gender-related issues. By developing funded projects, conferences, and publications, the Center acts as a catalyst for new research on these subjects within traditional fields of study and for collaborations among the University's various disciplines. Research on women includes, though it is not limited to: comparisons of men's and women's behaviors and attitudes; the study of cross-cultural differences; and examinations of how social, physiological, psychological, economic and political factors affect women of all ages. The Center sponsors research in three programmatic areas:

Women, Science & Health
Women, Language & the Arts
Women, Work & the Economy

In all fields, UCLA's Center for the Study of Women seeks to reflect the diverse racial and ethnic cultures of Los Angeles and Southern California.

The original proposal set forth the benefits and goals of UCLA's Center to:

Make visible UCLA's unique strengths and faculty research
Stimulate faculty development and interdisciplinary research
Create an archival and research center for visiting scholars
Cosponsor research with the Ethnic Centers, ISSR, and other units
Disseminate research findings to the community
Foster regional leadership for research on women
Publish journals in women's studies
Enrich the curriculum in women's studies
Establish UCLA's national reputation for our research on women.

Although the Center is only two years old, seven of these goals are being accomplished, and we are developing plans for archival resources and publications that will fulfill the remaining two objectives.

The report on Interim Funding for January 1-June 30, 1984, prior to the Center's approval is attached in Appendix 1. This Annual Report covers the period from October 1, 1984, when UCLA authorized the budget line for the Center, to June 30, 1986. The phased growth that we envision for the Center requires, however, the increased space, staff, and resources, projected in the proposal's original five-year plan.

SETTING UP THE CENTER

Although official establishment was authorized by the Regents effective immediately, creating the Center's working environment and negotiating logistical details absorbed enormous amounts of time, energy, and attention to University forms and procedures during 1984-85. Imagine, if you will, that every item in a departmental office (paperclips to letterhead), accounts (numbers, authorizations, monitoring), staff (job descriptions, advertisements, interviews, hiring, orientation), furnishings (trash cans to file cabinets), machines (phones, photocopiers, typewriters, and computers) required consultation with a different campus unit, decisions, requisition forms, deliveries, and delays to put in place. We gratefully acknowledge Willa Gerber and Pat Topper in the College of Letters and Science, Mary Smith in the Women's Studies Program, and staff in telecommunications, mail and messenger, facilities, purchasing, excess surplus and supply, accounting, and contract and grants who assisted us in making the Center a place--not simply a name.

SPACE

The Center occupied its first room in 236A Kinsey on March 15, 1985, and all six Center personnel worked out of a single office for the first nine months of operation. Allocation of space in Royce 212L and M remained uncertain until September 15, 1985, when both rooms were furnished for occupancy by new and continuing staff (details below). The separation of space in two different buildings made it unusually difficult to develop staff unity and to coordinate even the simplest tasks. Relocation of the latter two offices to 251A and B Kinsey in January 1986 has significantly improved our ability as a Center to coordinate staff functions, to work with the Women's Studies Program (240 Kinsey), and to welcome researchers to a stable environment.

Space remains, however, the Center's single most intractable problem, and lacking additional space any efforts at developing a visible physical presence on campus or a fully functioning research unit will be impeded. Let us itemize the needs:

1. Current staff includes the Director, Associate Director, 2 full-time and 2 half-time staff, 2 graduate work-study interns, a consultant, a conference coordinator, and between 3-4 work-study undergraduate assistants. Staffing patterns vary as projects require, but we average 5 persons per room. No amount of juggling schedules provides key staff with private space in which to hold meetings or pursue work (grant proposals, planning, accounting) that requires detailed attention.

2. Neither the Director, nor the Associate Director have offices. This leaves the Center without faculty leadership on site and creates confusion for foundations, campus units, callers, and visitors who must be referred constantly to several other addresses and phone numbers. (1-2 offices needed)

3. Although we are attracting increased research funding, our ability to guarantee space as part of proposals for the conduct of projects is nil.

Recently, in order to provide laboratory space for a major multi-year grant, the Associate Director was forced to relinquish part of his research space in Communications Studies. We have been fortunate in working cooperatively with departments, but we cannot continue to do so in the future. (2 offices)

4. We need to develop separate offices for publications (Newsletter, Directory, African Women's Bibliography, colloquium papers) and for a bibliographical resource archive. Space for publications is particularly important, if we are to have any chance of bringing to UCLA one of the leading journals (Signs, Women's Studies, Feminist Studies) in the field of women's studies. (1-2 offices)

5. There is no conference room in which to hold Advisory Committee meetings, small research colloquia, subcommittee meetings, fellowship application reviews, coordinating council meetings, research planning sessions, staff meetings, or a dozen other activities routinely part of our agenda as an Organized Research Unit. Furthermore, there is no space in which faculty and graduate students can gather informally or formally, thereby making the creation of a visible, collegial interdisciplinary community more difficult. (1 conference room)

6. Although we receive numerous requests from national and international scholars to become short-term or long-term visitors in the Center, we cannot at present offer even a visitor as distinguished as Professor Gerda Lerner (University of Wisconsin women's historian) a square inch of space.

In short, space needs are critical. Acquisition of 236B promised for September 1986 has not materialized, yet it would ease at least one of the problems outlined above. The Center is pursuing with Dean O'Connor a plan for phased acquisition, recognizing that the nirvana of long-term space reallocations on campus are too long-term and, if deferred, potentially devastating for a developing unit, such as ours.

STAFFING

The Center is currently staffed by a faculty Director and Associate Director (.33 and .17 released time respectively), 2 FTE full-time staff, and 2 half-time staff members. Additional assistance is provided through funds generated for conference support, graduate work-study internships, and undergraduate work-study monies.

Faculty Administration: Karen E. Rowe, Associate Professor (English), was appointed Acting Director retroactive to October 1, 1984, to coincide with the opening of the Center's budgetary line and to serve while an internal search was conducted. She was appointed Director on July 1, 1985, and continues to serve. The Director's primary responsibilities are over-all planning, budget, staff hiring and oversight, acquisition of Center funding and space, private donor development, administrative cooperations with other units, personnel reviews, and creation of liaisons for new initiatives systemwide and nationally. The Director is charged with fiscal responsibility for contracts and grants.

Professor Anne Peplau was appointed Associate Director, retroactive to January 1, 1985, and served through June 30, 1986, when she resigned for personal reasons. Under her leadership, the Center developed the Directory of UCLA Scholars, mailing lists, first annual research retreat, and research programs, including lunches, collaborations, and proposals. Neil Malamuth, Professor, Communications Studies, assumed the Associate Directorship on July 1, 1986, and has primary responsibility for directing the Center's research efforts.

Staff 1984-85: During Winter and Spring 1985, Lecturer Gary Sue Goodman, Director of Special Programs (appointed half-time Administrative Analyst by special arrangement with the UCLA Writing Programs), Dorothy Thomas, Graduate Work-Study Intern (formerly in Vice-Chancellor Svenson's office), and PGR III Kathleen Sheldon, provided invaluable logistical assistance in setting up the Center's space and initial programs. Jo Ellen Pasman served, March 15-July 15, 1985, as the Center's first Assistant to the Director, resigning to become Director of the California Abortion Rights Action League.

Staff 1985-86: The need to conduct two searches within six months (2/85-8/85) for an Assistant to the Director imposed a particular burden on the Director and Associate Director as well as those who graciously served on the review and interview teams (Thomas, Goodman, Gerber). We received 70 applications for the position during the second search, indicating an increased knowledge of the Center, but also requiring added screening procedures. Analysis of CSW needs also dictated that we hire both an Assistant to the Director and an Administrative Assistant. Searches during Summer 1985 resulted in the appointment on September 15, 1985, of Lynda Griffith, Assistant to the Director, and Van Do-Nguyen, Administrative Assistant.

Assistant to the Director Griffith coordinates the preparation of contract and grant proposals, identification of agency and foundation resources, development efforts, computerization of mailing lists and Center records, development of the Newsletter and Directory, and staff planning.

Administrative Assistant Do-Nguyen is in charge of all staff personnel actions, budget accounting, office supervision, scheduling of work-study assistants, requisitions and purchases, equipment maintenance and supplies, and office telecommunications. Her office alone averages 25 in-coming calls a day in addition to providing daily support needs for the rest of the staff.

When Director of Special Programs Gary Sue Goodman accepted a full-time academic position with the U. C. Davis Writing Program, the Center conducted a limited search for a new, half-time appointee. Marjorie Pearson (Ph.D. Political Science, UCLA), formerly with the Los Angeles County Health Department, started on September 8, 1986. Under Gary's leadership, the position expanded from conference coordination (itself a full-time job) to liaisons with other campus units and systemwide campuses. As presently defined, the Director of Special Programs oversees all conference development and planning, the Subcommittee on Affiliated Programs (defined below), visiting scholars, the University of California Council of Women's Programs, our public lecture series and cosponsored speakers, and support functions for the Faculty Research Seminar. The Director of Special Programs will become increasingly involved in generating grant proposals for foundation support of programs for research affiliates, visiting scholars, and conferences. Now funded from

sub-2 staff monies, this position should be upgraded in 1987-88 to a permanent sub-1 FTE, Administrative Analyst classification.

In order to provide sufficient secretarial/clerical assistance for contract and grant activity and other Center functions, we have advertised a half-time Secretary position, with an emphasis on computer skills. Researchers have consistently stated that the Center's most valuable service to them is meticulous preparation of grant proposals for submission. Staff assistance with standard forms, requests, mailings, and filing will ease considerably clerical tasks now performed by all staff. Student assistance, though valuable, is often erratic and requires yearly, if not more frequent, retraining, thereby permitting little continuity in routine assignments.

Student Assistance: We have made optimal use of available student assistance, totalling 10 undergraduates (7 work-study), 13 graduate students (6 work-study), and 2 grant-based staff.

1984-85: Interim funding for January-June, 1984, supported 1 Graduate Research Assistant (Davis). During 1984-85, we hired 1 Graduate Work-Study Intern (Thomas), 1 Graduate Research Assistant (Sheldon), 1 Undergraduate Work-Study Assistant (Kong), and 1 project-based Graduate Assistant (Mann).

1985-86: In Summer 1985 Graduate Assistant Deanna Davis filled in temporarily, when we were lacking an Assistant to the Director. In 1985-86 we employed 6 work-study undergraduates (usually with varying, short-term amounts of funding) to handle routine xeroxing, mailing, data entry, phone coverage, delivery, and other functions. Our intent has been not simply to provide a "low-level" job for minimal pay, but also to provide training for these students. Where students have been receptive, we have trained them on the IBM-PC, thereby developing employable skills.

Five other CSW student assistants (2 undergraduate, 3 graduate), were funded in a variety of ways. Undergraduate Research Assistant Eve Sanders (1985-86) provided excellent support for the "Creating Women" conference and "Dark Madonna" project, the latter funded partially by the California Council for the Humanities. Sanders is now a Mellon Fellow in English literature at Berkeley. Ph.D. candidate Kathleen Sheldon provided initial support for the "Dark Madonna," before receiving funding to pursue the Bibliography of Research on African Women. Michael Shiffman, Ph.D. student in Sociology, has served since the Center's inception as a computer consultant, who helped plan the computer acquisitions, established many of our in-house systems, and provided training for Center staff.

The Graduate Division awarded the Center \$4200 graduate work-study funding, used in 1985-86 to hire John Howell (History), who edits the Center's Newsletter and Directory. The same allocation for 1986-87 will enable us to keep Howell as editor and to hire another graduate student assistant. Under a special Career Placement Internship program (\$2700), during Spring 1986, undergraduate Susan Martin used her computer expertise to organize the mailing lists and input data for the Directory.

In 1985-86 CSW also processed personnel and payroll forms for 2 other staff employees and 8 assistants (2 undergraduate; 6 graduate) for faculty supported by Center seed-money allocations, private donor funding, or grants.

Future Needs: The Center has made wise use of available University resources in order to help staff an increasingly complex operation. As the volume of activity (contract/grant, conference, publications, programs) increases, we cannot rely so heavily on the uncertain fluctuations of student assistance. Our needs for 1986-89 include

(1) upgrading of the Director of Special Programs to a full-time FTE Administrative Analyst position (or shared half-time) for 1987-88. Alternatively, a shared position could provide for the hiring of a half-time grants writer to assist in preparing Center-based proposals.

(2) Sub-2 funds (\$8500) to support a half-time secretary, starting 1986-87;

(3) Sub-2 funds (\$10,000) for a half-time Director of Publications, beginning 1987-88. This latter position would evolve into a full-time position by 1988-89, handling initially both publications and bibliographical resource archive development.

BUDGET

For January-June 1984, while the Center proposal was under review, the Research Committee of the Women's Studies Program received interim funding of \$12,000. Expenditures are itemized in Appendix 1. Appendix 2 summarizes income and expenditures for 1984-86.

In 1984-85 the Center was allocated \$75,000, an amount pro-rated to reflect three-quarters of a first year operation. Because of the time required to hire new staff and equip the offices, expenditures were weighted heavily toward major equipment (computers, photocopier) purchases (33%), staffing (33%), and supplies, expenses, and research programs (33%). The Center received additional Dean's funds to compensate for Associate Director Peplau's non-released time, which went to research program support; a system-wide allocation of \$1,500 for the U. C. Planning Conference; and private donor funding for research on Women and Aging (\$2500). Set-up funding (\$3,750) covered the renovation and furnishing of 236A Kinsey Hall.

For 1985-86 the Center's first full year of operation, our budget allocation was \$124,000; outside grants, donor, and conference funding totalled \$45,000; and additional student assistance and fellowship funding yielded another \$18,500. Outside funding increased 8-fold from 1984-85. Although expenditures for staffing increased to 40% of the budget, it still reflected only 3/4's of a year of employment for Sub-1 personnel, since the Assistant to the Director and Administrative Assistant began 9/15/85. Equipment purchases dropped dramatically, 20% went to supplies and expenses, 40% to research-related programs (Newsletter, speakers, conferences, colloquia). For the first time, the Center allocated research seed-money for the development of fundable proposals, data analysis, and research project completion (\$8,000). A formally instituted faculty research grant program will begin in 1986-87. Set-up funds (\$12,000) covered repairs, refurbishing, and furnishing of Royce 212L and M, and the move to Kinsey 251A and B.

Operational funding for 1986-87 has been requested in the amount of \$155,000 to reflect a full-year of staffing, initial Center publications, and the expansion of research services and programs. Student and research funding already received or committed for 1986-87 is \$90-100,000, as of November 1, 1986. According to plans projected in the original proposal, the Center should continue to augment its yearly operational budget to reach a stable funding level of \$250,000 in the 5th year, a figure roughly comparable to levels for major area and ethnic studies Centers. Simultaneously the contract and grant funding should continue to grow, as some of the multi-year major proposals to federal agencies are approved.

ADVISORY COMMITTEE

CSW's first Advisory Committee, chaired by Professor Kathryn K. Sklar (History), met monthly from October 1984-June 1985, providing excellent advice to the Director in the establishment of Center priorities and plans. Currently chaired by Professor Carrie Menkel-Meadow (Law) for 1985-87, the Advisory Committee is composed of faculty members whose disciplines reflect the Center's three major research areas and whose expertise blends professional school backgrounds with perspectives from the Fine Arts and Letters and Science. The Committee now meets once a quarter, with subcommittee meetings scheduled for interim months. Continuity of membership with some turn-over each year has insured that the Center's faculty are becoming increasingly knowledgeable about the O.R.U.'s functions and goals. (See Appendix 3)

The 1984-85 Advisory Committee established the criteria for appointment of an Associate Director and accepted the Director's recommendation to appoint Anne Peplau; established working subcommittees; monitored progress on the search for a permanent Director and a WSP position in Sociology; voted to approve Research Associate appointments; advised the Director on Center computer needs; voted to accept supervision of the Women, Culture, and Theory Colloquium; and participated in a day-long Malibu retreat for planning the Center's development and research agendas.

The 1985-86 Advisory Committee accepted the recommendation to appoint Professor Neil Malamuth as the new Associate Director; approved plans for the development of an affiliated scholars program; accepted priorities recommended by the Research Subcommittee for research seed-money allocations; organized and participated in the Center's first Annual Research Retreat at Lake Arrowhead; provided input on the search for a new Director of Women's Studies; and approved the formation of a Friends group for the Center and Women's Studies Program.

SUBCOMMITTEES

Computer Planning (1984-85): Chaired by Nancy Henley, this subcommittee successfully completed its function by advising the Center on purchase, installation, and utilization of Center computers. The Center now operates with 2 IBM-XT's with 640K memory, 1 IBM-PC with enhanced memory, and a variety

of printers. Although we anticipated the need for computerization, the actual staff training, systematizing and coding, and planning will continue to evolve, as the Center's needs change. Assistant to the Director Lynda Griffith and Michael Schiffman deserve special praise for tackling the tough task of putting in place computer programs, including ones that now handle our 6000 person mailing lists. We also work cooperatively with the Women's Studies Program, exchanging time when needed on the Macintosh (WSP) and IBM machines.

Research Policies and Planning: Chaired by Richard Abel (Law), the subcommittee has recommended the principles for a seed-money allocation to stimulate research grant proposals, considered policies governing personnel reviews and Research Associates, and made recommendations on developing a research community (weekly lunches, restructuring of the Faculty Research Seminar, collaborative research meetings, etc.). The Committee awaits receipt from CAP of revised policies for ORU personnel reviews before considering issues of Center membership or modifications in current review procedures. A subgroup of this committee also reviewed applications for the Summer Graduate Fellowship Awards (\$6,000) allocated to the Center by the Graduate Division. This Committee will be chaired by the Associate Director in 1986-87.

Affiliated Programs: Chaired by Elizabeth Perry (History) and Gary Sue Goodman (CSW) in 1984-86, the subcommittee is now chaired by Professor Ruth Zambrana (Social Welfare). Having recommended the implementation of an affiliated scholars program, the Committee will establish materials, criteria, review procedures, and make selections for implementing the program in 1986-87. Out of this committee came the initiative for forming a Coordinating Council that brings together program officers from the ethnic centers and other groups that frequently cooperate with CSW in sponsoring conferences, speakers, and other programs or events.

Development, 1985-86: Chaired by Director Karen Rowe, this subcommittee includes representatives from the Women's Studies Program and CSW. The Committee set the priorities for development needs and recommended the formation of the Friends of the Center for the Study of Women and Women's Studies Program. The Committee continues to meet regularly with Linda Seitz, Director of Development for the Life Sciences, as we begin to implement programs and the Friends group in 1986-87. It will oversee the allocation of funds developed through annual giving.

As the Center continues to develop in new directions, two additional subcommittees are likely to emerge, one for planning a bibliographical resource archive and one for publications. All members of the Advisory Committee are to be commended for their wise guidance and labor in making the Center's first two years so creatively productive.

II. CENTER PROGRAMS AND ACTIVITIES

RESEARCH

The Center seeks research funding from various sources: federal and state agencies; private foundations; private donors; UCLA and University of California funding. In turn, those monies support research projects, research assistance and fellowships, and conferences. As a new Center, we have been gradually increasing the amount of external funding from a first year total of \$8,650 to \$63,300 in 1985-86 (including student support funding) to approximately \$90,000 for the first three months of 1986-87. The Center currently has outstanding proposals totalling about \$2,000,000. (See Appendix 4).

In 1985-86, we received funding for research and/or symposia on

Black Women's Relationships (Chicago Resource Center)
"Who Cares for the Elderly: Caregiving in Women's Lives,"
(Academic Geriatric Resource Center)
"The Dark Madonna: Women, Culture, and Community Ritual
(California Council for the Humanities, Del Amo Endowment, UCLA Office
of Instructional Improvement)
Florence Kelley and the Progressive Era (Dean)
Women and Aging (private donor)

In addition, the Center received unrestricted monies (\$2,288), work-study funds, a Career Placement Internship, and Graduate Division Fellowships totalling \$18,522.

Grants submitted include, among others,

Mediators of Birth Outcomes Among Three Low-Income Ethnic Groups
(\$628,000)
Psychosocial Factors in Infertility (\$687,000)
NSF Visiting Professor in Science (\$146,000)
Black Women's Relationships, continuation (\$4500)
Florence Kelley and Progressive Reform, continuation (\$59,000)
Oral/Video History of Women Film Pioneers (\$152,000)

The first annual University of California conference on Women has received \$13,000 in committed funding, and the conference on "Women, Health, and Housing" \$3,350 from the AGRP. The project on "Sexually Violent Media and Social Behavior" (Malamuth, Donnerstein, Linz), initially housed at the University of Wisconsin, will be transferred to UCLA as of January 1, 1987, for the remaining two-and-a-half years of funding (approximately \$120,000 per year). We are one among many participants in a five-year study of AIDS Education and Risk Reduction (CDC-DHHS), with first year funding for research assistance of \$8-10,000.

Projects on "Women in the French Revolution" (conference; publication), "Chicana Women in Higher Education" (Zambrana; Social Welfare), on the impact of women in the theory and practice of law (Menkel-Meadow), and on graduate education in U. S. women's history (conference) are also in varying stages of development.

In order to stimulate grant proposal submission, the Center has instituted seed-money grants for UCLA researchers. Awards in 1984-85 supported the creation of a "Bibliography of Films, Oral Histories, and Criticism on Women in the Film Industry," preliminary to a joint venture with the Women in Film Foundation. Awards in 1985-86 supported data analysis for Dunkel-Schetter's study of interventions to prevent prematurity; Malamuth's forthcoming proposal on violence against women and prosocial interventions; a bibliography of research on African women's history, leading to a fundable proposal; and Sklar's completion of a book on Florence Kelley and progressive era political culture (research previously funded by NEH, Guggenheim, and Ford). The latter award was supplemented by Dean's funds in order to match Sklar's offer from Northwestern University.

During the first five years of development, the Center must place its emphasis on the processing of grant proposals from individuals and collaborative research groups. The Center for the Study of Women particularly benefits research teams, in which the investigators come from several departments or Schools, and those for whom research on women requires visible sponsorship from an established organized research unit. Both the Director and Associate Director, with the assistance of the Research Subcommittee, have initiated discussions with researchers and groups that conduct research on women, including the National Network of Hispanic Women and the UCLA Eating Disorders Clinic. The institution of the Annual Research Retreat is part of the Center's effort to build a research community that can take advantage of collaborative possibilities. As the Center matures, we envision the creation of Center-based proposals for research and have explored possibilities during conversations with foundations on a March 1985 trip to New York (Commonwealth, Ford, TIAA-CREF, Exxon, Rockefeller).

Our most intense efforts in 1986-87 will be devoted to strengthening the research community, developing grant proposals, pursuing those currently under submission, stimulating new research initiatives and proposals, and developing our internal bibliographical resources, in order to define rapidly and communicate more regularly with researchers information about granting agencies, opportunities, and submission procedures.

FACULTY PARTICIPATION

The Center draws its participants from a broad spectrum of UCLA departments, Colleges, and Schools. Participation may be quantified in several ways. In the original proposal, we surveyed and listed 130 faculty who conduct research on women; the new Directory, with more precise information about research-in-progress and publications lists 90 participants, with an additional 25-30 identified for the second edition. Approximately 20 UCLA faculty or Research Associates have submitted or are developing research or funded conference proposals (while 5 faculty from other institutions have been involved in the grants (2 UCSB, 1 Irvine, 2 University of Wisconsin, 1 San Diego State). Several of our researchers are involved in more than one project, while 5 faculty and 2 graduate students have received seed-money allocations from the Center itself. Another 2 dozen have participated in Center conferences as speakers or moderators. Many of our scholars, particularly in the humanities and social sciences, are conducting research on women

or gender-related issues, but in fields where there is little or no research funding, or funding only for individual fellowships.

The Women, Culture, and Theory Colloquium drew 91 participants in 1984-85, approximately 76 of them faculty, including 23 members from other area colleges and universities. In 1985-86, the membership was 146, with 94 faculty or staff, 43 graduate students, 9 outside, and 10 individual paper requests. In any given year, 20 UCLA faculty may be involved either as seminar presenters, respondents, or co-convenors. With minimal turn-over in two years for the Faculty Advisory Committee, 12 faculty have participated, with another 3 serving ex officio from the Women's Studies Committee. Active subcommittee participants have included 3 non-UCLA affiliated faculty and 4 additional UCLA faculty.

FACULTY PERSONNEL ACTIONS

Under the CALL, Organized Research Units may be requested to participate in review for promotion to tenure, to full professorship, and for step 6 reviews. During (1985-86), the Center undertook 1 review for promotion to Associate Professor with tenure and 1 review for promotion to Full Professor. In both instances, the faculty members were clearly Center participants, having submitted or received grants through CSW. In each case, a confidential three-person ad hoc committee was appointed to evaluate the research record and make a recommendation, which was then transmitted to the department for inclusion in the personnel review file. The Center is participating in one reconsideration for promotion and tenure during 1986-87.

The Director was requested also to submit evaluative support letters in eight cases, including 1 new faculty hire, 1 temporary hire, 1 fourth-year appraisal, 1 promotion to tenure, 1 merit increase, 1 retention (Professor with outside offer), 1 promotion to Step 6 Full Professor, 1 Director's third-year review, and a Dean's five-year evaluation. The requests came from 4 departments and 2 campus units. All actions were favorably approved.

In addition, the Advisory Committee for 1984-85 approved the Director's submission of a letter objecting to hiring procedures in Kinesiology that appeared to violate campus affirmative action guidelines and resulted in the departure of a researcher whose scholarship on women and sport was a unique asset. Chair Howe of History requested evaluative comments on the three final candidates for the position in European women's history from Directors Nancy Henley (WSP) and Karen Rowe (CSW) on behalf of their respective programs. Chair of the Advisory Committee, Carrie Menkel-Meadow, served on the search committee for a Women's Studies appointment in Political Science (1985-86), and the Director has sent a letter of CSW support to the candidate Associate Professor Lynn Mather (Dartmouth). At the recommendation of CSW and WSP, Associate Director Anne Peplau was appointed to the search committee for the new Director of the Women's Studies Program, a search still in progress.

Campus recognition of the Center as a valuable resource for evaluations of research and faculty is apparent in these requests. We anticipate that the strong ties already forged with departments, Colleges, and Schools will result in better informed assessments of scholarship on women and gender-related issues and in continuing cooperations on new hires and personnel reviews.

GRADUATE STUDENT INVOLVEMENT

Since its founding, CSW has involved graduate students in its plans for staffing, fellowships, research, and conferences.

Graduate Gender Studies Union: Concomitant with the founding of the Center in 1984, a group of 166 graduate students, led by Jan Bardsley (Oriental Languages and Literature), Deanna Davis (English), and Margaret Robe (English) formed the Graduate Gender Studies Union, which included graduate students primarily from the humanities and social sciences. This group sponsored its own brown-bag discussion groups, newsletter, and lecture series, participated in conferences and the Women, Culture, and Theory Colloquium, and supported the Center's other activities. It obtained funding from the Graduate Students Association. Largely inactive during 1985-86, the GGSU is in the process of reforming for 1986-87.

Graduate Student Assistance: Appendix 5 summarizes the varieties of graduate student employment and fellowships for 1984-86, and the section on Staff above describes the assistance in detail. January-June, 1984, with interim funding from Vice Chancellor Barber, we employed 1 graduate student assistant. During 1984-85 we employed 3 graduate research assistants (1 graduate work-study intern, 1 project-based research assistant, 1 PGR III assistant), and 1 undergraduate work-study student.

During 1985-86, we employed 4 graduate assistants in the Center; 7 graduate students in project-based research (supervised by faculty investigators); 6 undergraduate work-study assistants; 2 undergraduate assistants for faculty-supervised research; and 2 undergraduate Center-based project assistants. The latter two students were partially funded through a UCLA Career Placement Internship and CCH funds for "The Dark Madonna" conference.

Fellowships and Grants: The Center received late notification in the Spring of \$6000 for two Graduate Division Fellowships for dissertation-related research. Within only two weeks, we received 25 applications from doctoral students undertaking research on women or gender-related issues. The two recipients were C. Buf Meyer (Psychology) for her thesis research on stress and the menstrual cycle and Margaret Rose (History) to complete her dissertation on Chicanas in the California farm worker's movement. In addition, the Center awarded a seed-money grant to Jaime Monson and Kathleen Sheldon (Ph.D. candidates) to undertake computer planning and a fundable proposal for a Bibliography of Research on African Women. This project is jointly sponsored with the African Studies Center.

As part of its efforts to encourage women in the sciences, CSW has cooperated with Sigma Delta Epsilon (Graduate Women in Science) in its yearly competition for awards to outstanding undergraduate women who will pursue careers in science. Center Graduate Assistants Kathleen Sheldon and Susan Martin were assigned to work with departments in generating UCLA applicants, since in previous years there had been no UCLA applicants. As a direct result, Sigma Delta Epsilon gave all of its awards, 3 in 1984-85 and 4 in 1985-86, to UCLA undergraduate women. The Center sponsored a luncheon both years to which the student awardees and faculty advisers, Sigma Delta Epsilon representatives, and in 1985-86 a representative from Hughes Aircraft (who contributed matching funds).

Awards to Affiliated Graduate Students: Several of our students have received Woodrow Wilson Dissertation Fellowships (Coiner, Robe), Distinguished Graduate Student Awards, UCLA Alumni Association (Coiner, Robe, Dubrow, Pestana), or been finalists in competitions for national postdoctoral competitions (Mykol Hamilton, Psychology). Undergraduate Women's Studies specialists are beginning to return to UCLA as postdoctoral fellows (Grella).

Graduate Student Participation: Postdoctoral students Susan Huttner and Katie Graham-Morrison (Biology) were active in planning and obtaining science department cosponsorships for the Women in Science Colloquium Series. Gail Dubrow, Ph.D. candidate in Architecture and Urban Planning, mounted a fine, pictorial exhibit of "Women in Los Angeles" in Powell Library, March-April 1984, and CSW cosponsored with the AAUP Feminist and Minority Planners the Spring 1984 conference on "Planning to End Violence Against Women." A GGSU representative sits on the Advisory Committee; Graduate Students participated in the Center's first Annual Research Retreat, Spring 1986; and they have routinely assisted with conference and council activities.

The employment of graduate students in the Center clearly fluctuates with grants, fellowship, and CSW funding. But we also serve a less quantifiable function for the UCLA campus by providing a readily identifiable network of scholars engaged in research on women. Often for students whose research cuts across disciplinary boundaries, the Center serves as a unique resource. In 1984-85 and 1985-86, 15 and 43 graduate students respectively were members of the Women, Culture, and Theory interdisciplinary colloquium. The Director received numerous requests for dissertation committee members, and we know of graduate students who elected to do their doctorates at UCLA, because of the Center's existence.

With graduate student involvement, we would like to create a UCLA directory of graduate student research on women, resource file of faculty willing to serve on dissertation committees, and bibliographical archive of funding opportunities for graduate and postdoctoral fellowships for research on women. Our development plans also set as one priority research fellowships for graduate and undergraduate students (in cooperation with the Women's Studies Program). Having become a visible Center on campus, we increasingly serve as a "broker" to bring together graduate students and faculty. As the explosion of applications for the fellowships suggests, we meet a particular need for students whose research on women may cross over disciplinary boundaries, those undertaking individual Ph.D.'s, and those creating new research on women in traditional disciplines.

CONFERENCES

As a Center which draws its participants as heavily from the humanities, arts, and social sciences as from the life and health sciences, we have a particular responsibility to sponsor colloquia and conferences that permit the exchange of new research ideas and the dissemination of it to a broader community audience. Comparable to the UCLA area studies, ethnic, and centers for Folklore and Mythology or Medieval and Renaissance Studies, the Center for the Study of Women seeks funding to mount research symposia.

Despite the rigors of establishing a Center, we have successfully cosponsored or sponsored six major symposia in 1984-86, contributed funds for 2 others, mounted a Women's History Week photo exhibit in Powell, and coordinated a major reception with the Wight Art Gallery. Two conferences are planned for 1986-87; one for 1987-88; one in preparation for 1989 to coincide with campus-wide celebration of the Bicentennial of the French Revolution; and another coordinated Wight Art Gallery event in October 1986.

Appendix 6 lists the conferences with cosponsoring units. Several deserve particular mention.

Considering Gertrude Stein: The Importance of Her Writing and Her Influence on Literature and Art (November 1984) -- Held just one month after our establishment, this conference was a valuable collaboration with UCLA Extension and University Research Library and drew an audience of 225. Four of the six participants (and three of the papers) presented at this conference will be included in Gertrude Stein and the Making of Literature, edited by Shirley Neuman (Macmillan), with possible American distribution by the University of California Press (forthcoming 1987).

Creating Women: Literary Contexts and Texts (March, 1985) -- Cosponsored with WSP, Huntington Women's Studies Seminar, Extension, and English, this symposium show-cased the breadth and depth of scholars in English and American literature and drew an enthusiastic response from 150 attendees.

Who Cares for the Elderly: Caregiving in Women's Lives (April 1985) -- The Center was unique in the U. C. systemwide AGRP competition as an interdisciplinary ORU in receiving funding from the Academic Geriatrics Resource Center for this conference (125 attending), and our proposal for "Women, Health, and Housing" (1986-87) was top-ranked going to the systemwide committee, which funded only two proposals from UCLA this year.

The Dark Madonna: Women, Culture, and Community Rituals (November 1985) For this, our most ambitious conference to date, we received funding from the California Council for the Humanities and have been informed that it was considered a "model proposal," now used by CCH for training sessions. More importantly, this conference established the Center's commitment to the study of ethnic women and solid working relationships with numerous community agencies (the Asian Pacific Women's Network, California Afro-American Museum, Hispanic Women's Council, The Museum of African American Art), 2 UCLA museums and galleries, and 5 UCLA ethnic and area study Centers. Although not without its predictable controversies, the entire "Dark Madonna" project (cosponsored by CSW, Wight Art Gallery, and Watts Community Housing Corporation) yielded a rich city-wide series of dialogues on relationships among ethnic women and a performance, directed by Suzanne Lacy, in the Murphy Sculpture Garden, attended by 1500-2000 persons. Some of the papers from this conference have been reviewed for possible publication by the New Scholar, and audio and video tapes are available for sale.

Women: Culture, Conflict and Consensus (February 1987) -- In continuing the commitment to cross-cultural studies, UCLA's Center will host the first University of California Conference on (February 21, 1987), which will focus on theories and methods for comparative studies of women from diverse cultures, races, and ethnicities. As the founder of the University of California

Council of Women's Programs, we took the lead in planning this conference which will involve 50 participating scholars from all nine U. C. campuses.

Conferences, public lectures, and faculty research colloquia have been the triumvirate of activities most contributing to the achievement of several of our original goals: to make visible UCLA's unique strengths and faculty research, to cosponsor research with the ethnic centers, ISSR, and other units, to disseminate research findings to the community, to foster regional leadership for research on women. They are a critical dimension of any Center for the Study of Women, particularly one that serves both the academic and broader community in Southern California and the University of California.

PUBLICATIONS

The Center inaugurated publication of its quarterly Newsletter in 1985-86, which is distributed to a mailing list of approximately 4000 and edited by John Howell (first four issues attached in Appendix 7). We also work together with Women's Studies on publishing a newsletter aimed primarily at students and teaching faculty. We hope this year to begin biweekly publication of calls for papers, grant deadlines, and conference announcements for research faculty and graduate students. In addition, the Center's first brochure was published in October, 1986 (Appendix 9).

Much of the first two years has been spent creating the forums out of which future publications will arise. As noted above, the Women, Culture and Theory Colloquium has for 5 years provided an environment in which faculty can present works-in-progress and received critical feedback prior to publication (See Appendix 11). The Center will publish in Fall, 1986, Research on Women and Gender: A Directory of UCLA Scholars, including already some 99 researchers, with approximately 25-30 more to be added for the second edition. Data has been collected for publication of a similar University of California Directory of Research on Women. We plan also to cooperate with the Graduate Gender Studies Union in publishing a listing of dissertations in progress on women and gender-related issues. Associate Director Anne Peplau, Assistant to the Director Lynda Griffith, and Consultant Michael Shiffman developed the complex computer programs that enabled the publication of the Directory and will permit up-dating yearly or bi-yearly.

One of the six essays presented at the 1984 conference on "Considering Gertrude Stein" has appeared in Boundary II (Stimpson), Dydo's is forthcoming as part of a book-length study of Stein, and 3 others (Perloff, Sayre, and Schmitz) will be published in an anthology, Gertrude Stein and the Making of Literature, edited by Shirley Neuman for Macmillan with distribution pending by the University of California Press. Essays submitted for "The Dark Madonna" symposium have been solicited for a special volume of the journal New Scholar (published at UCSB), but publication remains uncertain, pending the designation of an editor. Essays have been committed by a dozen leading scholars for the forthcoming conference on "Women in the French Revolution," and the University of California has expressed enthusiasm for this project. The Bibliography of African Women project, jointly sponsored with the African Area Studies Center, is designed to produce not only computerized access to research on African women, but as well a published volume. The Women and Work

conference, forthcoming May 1987, should produce a collection of essays. (See Appendix 8)

Full-scale development of Center publications requires additional staff, including eventually a full-time editor, funding, and the space in which to house this unit. The Center was in close competition for the editorship of Signs and can anticipate that we would submit a proposal in 1990. Housing of a major journal in women's studies at UCLA would not only heighten the Center's visibility, but make us a major contributor in setting directions and quality in research on women. But none of these plans can materialize without further University commitment of resources.

COLLOQUIA

Women in Science Colloquium Series: Even before the Center's formal establishment, interim funding of \$12,000 from Vice Chancellor of Research Albert Barber (Jan. 1-June 30, 1984) funded a variety of special research events (see Appendix 10). Most notably, the Women in Science Colloquium Series brought to UCLA 10 nationally known women scientists, sponsored a special program on "Funding Opportunities at the National Science Foundation, and hosted with Sigma Delta Epsilon a session on "Women in Science: Careers in Industry." In 1984-85 the Colloquium sponsored six speakers and a panel on "Women in Science and Technology: Issues for the Future," featuring Visiting Scholar Margaret Rossiter. Cosponsorships were arranged with seven different departments in the life, social, and medical sciences.

Women, Culture and Theory Colloquium: Women's Studies sponsored the Women, Culture, and Theory Colloquium in 1984-85, which attracted 91 dues-paying members, including 15 graduate students and various scholars from outside UCLA. In 1985-86 when CSW officially assumed responsibility, the seminar was made largely self-supporting (60000 account established) and was co-chaired by Elizabeth Perry (History) and Gary Richwald (Public Health). Early distribution of flyers and invitations resulted in an increased membership of 146, including 94 UCLA faculty and staff, 43 graduate students, 9 other Los Angeles and visiting scholars, plus 10 individual paper requests.

Based upon evaluations conducted in Spring 1985, the Center decided to provide two options, either a public lecture series (free) or the in-house colloquium (paid membership), renamed the Faculty Research Seminar on Women and designed as an intensive discussion of predistributed papers in relationship to broad interdisciplinary questions of public policy, cross-cultural comparisons, feminist theory, and women's studies research methods. The Seminar meets 9 times a year, with presenters drawn from the UCLA faculty and an occasional visiting or area scholar.

Flyers for 1984-87 are attached in Appendix 11, together with a listing of all papers presented during the Colloquium's first five years. It is a noteworthy testament to the high quality of papers presented in the Colloquium that 28 of the 46 papers presented have been published in journals as prestigious as Signs, Feminist Studies, Critical Inquiry, Journal of Economic History, Sex Roles, Comparative Studies in Society and History, in books, and in many anthologies of feminist scholarship.

SPEAKERS

January-June 1984: Funding from Vice Chancellor Barber enabled cosponsorship (under the aegis of Women's Studies) of four speakers (Hartmann, Keller, Sandler, Parasuram); a panel on "Women in Higher Education;" a slide documentary on "Preserving Women's History" in Los Angeles; an exhibit in Ackerman of "The Women's Movement in Los Angeles;" speakers for reproductive rights week; and four sponsored speakers for the conference with AAUP Feminist and Minority Planners on "Women and Poverty: Reversing the Trend." (See Appendixes 1 & 12).

1984-85: In addition to 6 women in science speakers, the Center sponsored or cosponsored 13 speakers, 4 speakers for sessions of the conference on "Using Feminist Education in the Workplace" (together with Pacific Southwest Women's Studies Association), Betty Bao Lord for the "Pacific Rim Conference," and participants for 3 conferences (total of 38). Speakers included economist Heidi Hartmann, historian Gerda Lerner, philosopher Virginia Held, literary critic Catharine Stimpson, exiled Russian feminist Tatyana Mamonova, and poets Judy Grahn and Adrienne Rich. We arranged cosponsorships with approximately a dozen campus units and departments.

1985-86: Among the 24 speakers sponsored or cosponsored this year were feminist theologian Carol Ochs, Betty Friedan, and distinguished founder and editor of The Feminist Press, Florence Howe, who gave the keynote speech for the 10th Anniversary celebration of the Women's Studies Program. We cosponsored a lecture series on black women with Afro-American Studies that brought another 6 speakers to UCLA, and a special program on "Chicana Literary Experience," with the Chicano Studies Center that featured 5 contemporary poets. We also branched out this year to cosponsor events with units as diverse as Hillel, the Center for Pacific Rim Studies, the Committee for Historical Studies of Science, Technology, and Medicine, and the Academic Geriatrics Resource Center. Furthermore, the History and Political Science departments sponsored lectures by candidates for the respective positions in European Women's History (3) and American politics (2).

As a way of focusing attention on speakers primarily sponsored by the Center and Women's Studies Program, the Women, Culture and Society: A Public Lecture Series will be instituted in 1986-87. This series will feature a national or local visiting speaker about once a month, leading off this year with literary critic Elaine Showalter (Princeton). The series will provide an overview of scholarship in many fields, but is designed for a broad campus and public audience, including members of the Friends of the Center and Women's Studies. We hope to distribute flyers quarterly or yearly and, in the future, create a thematic focus.

Informally, the Center and Women's Studies Program have agreed that the Center assumes primary responsibility for major conferences and colloquia, while the Program takes the lead in planning for speakers and works with CSW's Director of Special Programs on the public lecture series. The Center's existence, we believe, has made far more visible at UCLA the new research on women and gender, and the sponsorships with a wide variety of departments, units, and other centers has created a healthy collaboration that brings such research more clearly into the mainstream of disciplines.

PROGRAMS

Research Associates: With the approval of the Advisory Committee, the Center initiated its Research Associates Program with the appointment of Dr. Mitzi Myers, Dr. Barbara Kanner, and Dr. Emily Abel for 1985-87. Research Associates (academic title without salary) work collaboratively with CSW staff or UCLA faculty on research proposals, funded projects, or Center-based conferences. Nominations must be approved by the Research Subcommittee and are submitted yearly to the Dean. (Appendix 13)

Visiting Scholars: We have received requests from numerous scholars, who desire short and longer-term visiting privileges at UCLA through the Center. When we have been able to accommodate a scholar's needs (library privileges, referrals to Center faculty, attendance at Center events), we have done so. Those visiting faculty who are teaching in the Women's Studies Program or courses on women through Departments can easily be designated as Center visiting scholars. But without additional space we cannot hope to develop the kind of resident program offered regularly by other prestigious centers, such as the Mary Ingraham Bunting Institute at Radcliffe.

We hosted 7 visiting scholars in 1984-85; 8 in 1985-86, including Professors Liebllich (Israel), Schuster (Haifa), Martin (Queens College), and Tong Lin (Princeton). In 1986-87, we will sponsor Dr. Laxmi Parasuram (India), Dr. Jan Currie (Australia), and Professor Gerda Lerner (University of Wisconsin) in addition to 3 visiting professors (Kahn, Walby, Martin) and the Women's Studies Regents' Lecturer Tillie Olsen (Appendix 13). In the period 1984-86, the Center has already received 16 requests for the Center proposal and information (of a major sort) and 14 requests from visiting scholars. Although UCLA's national reputation has been established, CSW is also well on the way toward developing an international presence.

Affiliated Scholars Program: Approved by the Advisory Committee in 1985-86, the Affiliated Scholars Program will be implemented for the first time in 1986-87, with a limit of 5 participants per year. This program is designed to promote research on women by bringing together UCLA faculty and researchers from the larger women's studies community to enhance research skills. Participation is open to selected scholars conducting research on women and gender-related subjects, with specific attention to independent scholars in California and ethnic women early in their academic careers.

Given several years of experience with these programs, we hope to begin developing proposals for major foundation funding, thereby enabling the expansion and underwriting of these programs.

COUNCILS AND COORDINATIONS

University of California Council of Women's Programs: Because UCLA's Center became the first such Organized Research Unit in the University of California, we have taken the leadership role in forming the University of California Council of Women's Programs. Funded by U. C. systemwide (\$1500), the first planning meeting was held at UCLA in May 1985 and resulted in the formation of the Council, designation of its objectives, and agreement by the nine campuses to participate in a multi-campus conference. The second annual

meeting, again at UCLA in May 1986, approved the Council's constitution (drafted by Nancy Henley and Karen Rowe), set in motion plans for the first U. C. Conference to take place in February 1987 at UCLA, and submitted two letters on behalf of programs at UCSC and U. C. Berkeley. Karen Rowe (UCLA), Lenora Timm (Davis), and Virginia Olesen (UCSF) were elected to the Executive Board.

This Council, to which each campus sends two delegates from the Women's Studies Programs and research centers, serves to enhance intercampus cooperations, including referrals of speakers, library resources, filmographies, and exchanges of scholars. Its goal is to strengthen research on women and gender-related topics within the University of California, to assist developing women's studies programs, and to create a nationally recognized west coast network of women's centers and programs. UCLA will host the first conference and has already received committed funding of \$5000 from systemwide and \$8500 from several of the nine campuses.

National and Area Research Coordinations: The Center was officially nominated and accepted as a member of the National Council for Research on Women in May 1985, joining some 45 other research centers across the nation. We have undertaken some Los Angeles based initiatives with both USC's Program on the Study of Women and Men in Society and the Huntington Women's Studies Seminar, the latter of which cosponsored the April 1986 conference on "Creating Women: Literary Contexts and Texts."

Campus Coordinating Committees: On campus we have very close relationships with many other UCLA Centers, the Association of Academic Women (liaison to the Advisory Committee), and the Chancellor's Advisory Committee on the Status of Women. The Director of Special Programs meets regularly with representatives from the ethnic and other related Centers in a Coordinating Council (initiated by CSW), that permits cosponsored events and will study possibilities of collaborate research projects on women. The Center Director served in 1985-86 on the systemwide committee advisory to Vice President Frazer to study successful affirmative action programs and arranged, together with Associate Vice Chancellor for Faculty Relations Jeanne Giovannoni, for the visit of Joyce Justus from the President's Office.

FRIENDS OF THE CENTER

Development efforts in the Center are overseen by the Subcommittee on Development, chaired by the Director. In 1985-86 this committee set the Center's major gift priorities as part of our participation in the UCLA Campaign: an endowed chair, a named lecture series, research project awards, student fellowships, faculty career development grants, and a "house." Working cooperatively with the Dean and the Development Office in the College of Letters and Science, the Center submitted (June 1986) and received approval for its proposed Friends organization. The Center has received funding in 1984-85 in the amount of \$5000 (anonymous donor) for Goodchilds' research on women and aging, a donated print from the National Women's Political Caucus, and \$2,288 in private donor funding, including underwriting of the luncheon May 1985 and \$750 for student fellowship support in History.

Subsidized through the generosity of two private donors, the Center sponsored its first community event in May 1985, a luncheon attended by over 35 women leaders from the Los Angeles community. Out of this core group and a subsequent luncheon in Fall, 1985, the nucleus of a Friends group was formed. The Friends of the Center for the Study of Women and Women's Studies is currently chaired by Adele Scheele, with program, events, publicity, and membership subcommittees (see Appendixes 3 & 9). The first major Friends event took place on October 20, 1986, with an attendance of about 100. Annual giving levels have been established for members of the Friends. The Center's development efforts are coordinated with the Women's Studies Program.

III. FUTURE GROWTH

Priorities for Development

During the first five years, the Center's primary emphasis will be on stimulating new research initiatives by individuals and collaborative research groups, leading to the submission of externally funded proposals. This goal depends, however, upon further establishing the Center as a functional unit that can provide essential services for researchers, upon continuing efforts to solidify the community of scholars, the sponsoring of conferences and speakers that heighten the visibility of research on women at UCLA and in the UC system, involving of more graduate students in CSW's programs, the implementing of affiliated programs and the Friends support group, and progress toward both a bibliographical resource archive and publications unit.

Specific goals for 1986-87 include:

1. Increased generation of research support funding from federal agencies, private donors, and foundations. See Appendix 4 for Research Projects in development.
2. Formal establishment of the Research Seed-Money Grants, funded at the level of \$10,000.
3. Sponsorship of research support and community building activities, including
 - Faculty Research Seminar (continuing)
 - Reception for New Women Faculty
 - Annual Research Retreat
 - Faculty Center lunch program (weekly)
 - Focused research group meetings
 - Biweekly posting or announcement of grant deadlines, calls for papers, and conferences.
 - On-line bibliographical archive of funding opportunities for research on women and gender-related issues
4. Publication of Research on Women and Gender: A Directory of UCLA Scholars (1st edition), development of the comparable Directory for UC Scholars, and planning for a UCLA Graduate Student Directory.
5. Sponsorship of two to three major research conferences, in 1986-87 as host for the U.C. Council of Women's Programs conference on "Women: Culture, Conflict and Consensus;" in cooperation with ISSR and IRR a conference on "Women at Work;" and in support of Lerner and Sklar's conference on "Graduate Education in U. S. Women's History."
6. Sponsorship of the on-going Faculty Research Seminar on Women and cosponsorship with the Women's Studies Program of the newly designed Women, Culture, and Society: A Public Lecture Series.
7. Implementation of the Affiliated Scholars Program, five participants to be selected for 1987-88.

8. Coordination and further definition of a Visiting Scholars Program, including enhanced international contacts and planned exchanges.

9. Enhancement of graduate and undergraduate student participation through

- Graduate Division Fellowship competition
- Graduate Student Research/Dissertation prizes
- Graduate and Undergraduate Work-Study Programs
- Graduate Gender Studies Union support
- Directory of Graduate Student Scholarship, including dissertations in progress
- Resource File of faculty to serve as dissertation advisers and committee members
- On-line file of funding opportunities for graduate and postdoctoral fellowships for research on women
- Sigma Delta Epsilon Undergraduate Prize competition

11. Founding of the "Friends of the Center for the Study of Women and Women's Studies Program," with increased activity in pursuit of private donor gifts and endowments for support of research programs and establishing of guidelines for allocation of funds.

12. Strengthening of research linkages and support networks

- Systemwide through the University of California Council of Women's Programs, including the U.C. conference, annual meeting, Directory of Scholars, and speakers referral system
- In Los Angeles with USC (joint conference) and the Huntington Women's Studies Seminar (research development)
- With area women's community organizations (Friends development).
- With other national centers for research on women through NCROW.

13. Planning undertaken for the Publications unit and Bibliographical Resource Archive development with appointment of planning committees for each initiative.

14. Advisory participation in the searches for the new Director of the Women's Studies Program, the WSP position in Political Science, and the new Dean of the Life Sciences, as well as on-going contributions to faculty personnel reviews of Center members.

Summary of Resource Requests

None of these goals can be accomplished without cooperative planning among the advisory committee and subcommittees, Center members, and the staff. Nor can the visions become realities without steadily incremental support from both the University and external funding sources. In order to achieve the goals for 1986-87 and to put in place support staff and structures for 1987-1990, the following resources are needed:

Staffing

1. Sub-2 funds (\$8500) to support a half-time secretary, 1986-87.

Center, Women's Studies Program, and Center for the Study of Women (ORU) has also been recognized as the model best suited to the educational and research mission and structures within the University of California, as documented by Berkeley's recent reorganization into similar units. Locally and nationally, UCLA's Center for the Study of Women is already visible as an emerging leader in research on women and gender--it is an achievement of which both the Center and UCLA can be proud.

