

UCLA CENTER FOR THE STUDY OF WOMEN

ANNUAL REPORT

JULY 1, 1992-JUNE 30, 1993

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I. INTRODUCTION

The Center for the Study of Women at UCLA is a nationally recognized center for research on women and gender. Founded in 1984, the Center has grown and changed as feminist research has expanded in the social sciences and humanities. It is the only unit of its kind in the University of California system, and it draws on the energies of more than 200 faculty from 12 professional schools and 27 departments. By bringing together scholars with similar interests, the Center for the Study of Women has played an important role in the intellectual life of UCLA. Through its conferences, seminars and administration of grants, the Center has enabled feminist scholars to exchange ideas and secure funding.

In April 1992, Kathryn Norberg (History) was appointed as the CSW Director for a three-year term. During 1992-93, Anne K. Mellor (English) chaired the Center's Faculty Advisory Committee. The Center for the Study of Women, as well as its sister unit, the Women's Studies Program, is located within the Division of the Life Sciences in the UCLA College of Letters and Sciences. The Center has greatly benefited from the active support of the Dean of the Life Sciences, Frederick Eiserling,, and Assistant Dean, Lianna Anderson, has provided invaluable assistance and advice. The success of the Center, however, derives primarily from the commitment of its faculty. Special thanks are due to the faculty who served on the Center's committees and gave so generously of their time. (See Appendix I for a listing of all 1992-93 CSW committees.)

The Center also has a support group of Friends co-chaired by Beatrice Mandel and Laura Levy-Coutin. Thanks to the fundraising efforts of the Friends, the Center is able to provide support to graduate students working on women and gender and thereby encourage feminist research in the twenty-first century.

This report details the Center's activities in 1992-93 and describes how these activities contributed to fostering and disseminating research. The narrative is supported by extensive appendices and supplements. Also appended is the self-study that was done in the winter and spring quarters of 1993 as part of the five-year review conducted this year.

II. RESEARCH

The Center's major purpose as an Organized Research Unit is to facilitate faculty research on women and gender. To this end, the Center develops and monitors proposals for research funds, sponsors conferences to discuss and disseminate research, provides faculty with seed-money through the mini-grant competition, sponsors the Feminist Research Seminar, the Feminist Theory Series and the Lunch Series, distributes a newsletter, and hosts activities for graduate students interested in women and gender. The Center continues to collect and organize information on funding sources for faculty and graduate students.

During the 1992-93 academic year, the major Center-based project was again the *Integration of Ethnic Women into Liberal Arts Curriculum* (Ford Ethnic Women's Curriculum Transformation Project or FEW). More than 50 faculty members and graduate students have participated in this project, and it has significantly affected the campus curriculum. The Center also housed twelve other projects: *Predicting Sexual Coercion and Antisocial Behavior Against Women*; *Cultural Tools and Learning Processes in a Changing World*; *Middle Class Lawyers: The Transformation of the Small Firm Practice*; *Client Involvement in the Governance of Head Start*; *Learning from Latin America: Women's Struggles for Livelihood*; *Prostitution in Eighteenth-Century France*; *Gender and Labor Union Leadership*; *Child Care Across Class Lines*; *Media Adaptations of the Works of Black Women Writers*; *Gender and Politics*; *Caregiving Practices in Hispanic and Anglo Families*; *Humanities Educational Leadership Project*.

A. Funded Research Projects 1992-1993

This section reviews the continuing projects and lists the newly funded projects. A distinction is made between extramural and intramural funding.

1. Continuing Projects--Extramural

"Predicting Sexual Coercion and Antisocial Behavior Against Women"

Neil Malamuth, PI (Communication Studies)
Daniel Linz, PI (Psychology, UC Santa Barbara)
National Institutes of Mental Health
April 1990-October 1992
\$414,284
\$20,217 (supplemental funds)

Professors Malamuth and Linz continued a two-year study of men considered to be "at risk" for behaviors that are physically and psychologically abusive toward women. The project findings are expected to have important theoretical and applied implications. They should offer a better understanding of the causes of men's antisocial behavior against women, assess the validity of theoretical perspectives that hold that a wide range of antisocial behaviors have common causes, and indicate whether it is feasible to identify men who are "at risk" for behaviors such as spouse abuse before the behaviors occur.

In November 1990, a no-cost modification of the above grant was requested and subsequently approved for an extension of the period of performance from April 30, 1991, through April 30, 1992. A second no-cost time extension was requested in January 1992, and the period of performance was extended through October 1992.

Professor Malamuth also applied for supplemental funds of \$20,217 to complete the above project. These supplemental funds were awarded to Professors Malamuth and Linz to enable the gathering of data from a larger number of subjects than would be feasible with the current budget. The study is a follow-up of 423 men who were originally studied intensively nearly ten years ago. Malamuth and Linz have also been obtaining data from the female partners of these men (i.e., wives or girlfriends).

"Cultural Tools and Learning Processes in a Changing World"

Patricia M. Greenfield, PI (Psychology)
The Spencer Foundation
February 1, 1990-January 31, 1993
\$249,150
\$25,000 (supplemental funds)

Professor Patricia Greenfield received funding to examine the interrelationship among culture, social change, informal education, and cognitive development of children in two very different settings. The research is being conducted in urban Los Angeles and in rural Mexico. Greenfield's research in Mexico includes a twenty-year follow-up study of the ways Mayan Indian mothers teach weaving skills to their daughters in Zinacantan, Chiapas. This study of modernization investigates how formal education of females affects adaptation to a changing society. The second study, located in the urban United States, investigates the cognitive effects of video games as tools of socialization for the emerging world of computers and high technology. The study specifically addresses the unequal cognitive socialization of males versus females in this domain.

Taken together, the two studies examine how contrasting cultural tools are each part of a highly integrated system that includes: 1) the level of individual cognitive development, 2) processes of informal education, and 3) adaptation for survival under particular economic, societal, and technological conditions. The U.S. study addresses an education problem relevant to post-industrial societies, while the Zinacantan weaving study is relevant to pre-industrial societies. As such, these studies provide insight into problems arising from diversity in our own educational system.

In March 1992, a no-cost time extension was requested and subsequently approved. The new period of performance is February 1, 1990-January 31, 1993. Professor Greenfield also applied for supplemental funds of \$25,000 to complete the project. The Spencer Foundation awarded these funds on June 23, 1992.

"Middle Class Lawyers: The Transformation of the Small Firm Practice"

Carroll Seron, PI (Baruch College, CUNY)

National Science Foundation, Visiting Professorships for Women Program

September 1991-December 1992

\$125,931

Professor Seron, a sociologist from Baruch College, spent 1991-92 at the Sociology Department as a visiting scholar. Her research project looks at the work of small-firm and solo legal practitioners as they confront changes in their profession, including new opportunities to market their services, the incorporation of innovative ways to computerize their offices, and the entry of women into the work force as both lawyers and paralegals. The ways in which these legal practitioners describe and understand their lifestyles, values, aspirations, expectations and commitments provide an entry point for examining contemporary economic, political and social values of urban America.

Through a survey of a random sample of attorneys and in-depth interviews with a sub-sample of small-firm and solo practitioners, Seron provides a demographic overview of the depth and range of change in new business-getting and managerial techniques among private legal practitioners. The in-depth interviews provide a richer understanding of the ways in which these lawyers conceptualize their image of a professional person, their perception and articulation of their social and political responsibilities to their communities, and their strategies to balance work and private demands.

In June 1992, a no-cost time extension was requested and subsequently approved. The new period of performance is September 1, 1991-December 31, 1992.

"Client Involvement in the Governance of Head Start"

Lucie White, PI (School of Law)

National Science Foundation

July 1991-August 1994

\$109,955

In this study, Professor Lucie White examines client involvement in the governance of Project Head Start. Head Start, a federal pre-school and social service program for poor families, has gained wide public acceptance and gives parents substantial legal power to make management decisions at the local level. The law also includes several measures to enable parents--usually poor women--to exercise these legal powers in a meaningful way. The study focuses on three Head Start programs chosen for their geographic, social and ethnic diversity. Through demographic and archival research, open-ended interviews with parents and staff, participant observation, and conversational analysis of parent deliberations over a two-year period, the study provides a detailed, comparative account of the interplay between legal framework and local culture in Head Start's client governance process in three contrasting settings. The study addresses theoretical and policy-oriented issues relating to the law's capacity to facilitate greater participation by ethnically and economically subordinated groups--particularly women--in social institutions in the welfare state.

Although Head Start has been well studied, the Head Start research has not focused on the program's elaborate legal structure for mandating parent governance. This research project collects and interprets some of the data from this experience. The results should help inform lawmakers on how to shape client governance provisions that address the material realities of client's lives and support their expression of cultural autonomy. The research will also illuminate important theoretical issues about participation, cultural identity, and the possibilities for law in a multicultural "post"-bureaucratic state.

Professor White applied for a no-cost time extension through August 1994. This was subsequently approved. The new period of performance is July 1991-August 1994.

"Learning from Latin America: Women's Struggles for Livelihood"

John Friedmann, PI (Graduate School of Architecture and Urban Planning)

February 1991-June 1992

MacArthur Foundation Program on Peace and International Understanding

\$25,000 (January 1991-September 1992)

Inter-American Foundation

\$10,000 (December 1991-November 1992)

The Ford Foundation

\$30,200 (November 1991-October 1992)

National Science Foundation

\$20,000 (March 1992-February 1993)

Women in Latin America have actively responded to prolonged economic crisis and deepening poverty in ways that have been both politically and psychologically empowering. Their experiences and survival strategies have given rise to a significant body of research. Professor Friedmann served as the convener of a three-day conference the intention of which was to examine this new research and spark a continuing North-South dialogue on how urban and rural poverty affects women, their families, and their communities. Held on the UCLA campus and in the Latina community, this conference-workshop is the first major encounter between scholars from both American continents who study poor women in Latin America. It places these scholars' research in a cross-cultural, cross-disciplinary and comparative perspective.

"Prostitution in Eighteenth-Century France"

Kathryn Norberg, PI (History)

The Florence J. Gould Foundation

\$19,493

Professor Kathryn Norberg is in the process of completing research on her book about prostitution and its depiction in French art and literature between 1650-1814. The book, under contract to the University of California Press for its series on French history and culture, investigates how gender and sexuality were constructed socially and culturally at a critical period in French history. Thus, Norberg uses prostitution as an instrument for examining gender roles and unearthing hidden distinctions based upon sex. In her book, Norberg seeks to demonstrate the relevance of French feminist theory to historical analysis, and to make the American scholarly community familiar with a set of documents and texts either utterly unknown or virtually neglected. She draws upon archival sources previously unexamined--police reports, hospital records and court documents--and also looks at a group of texts neglected by historians, namely the erotic novels written during the Enlightenment, erotic novels written by women, and engravings and illustrations.

Norberg takes a resolutely feminist approach, incorporating political theory in her research on prostitution to study the history of gender. The book ends with an analysis of the role of the prostitute in literature produced during the Revolution and argues that liberalism, while freeing men, reduced women to their bodies, figuratively to whores, and therefore excluded them from full participation in civil society.

"Gender and Labor Union Leadership"

Ruth M. Milkman, PI (Sociology)

National Science Foundation

Research Planning Grant

August 1991-July 1992

\$12,605

In this Research Planning Grant, Professor Milkman explores the possibility of using a previously untapped source of data to analyze variations in the gender composition of labor union leadership in the U.S. This is an important issue for understanding gender inequality in the labor market and in complex organizations. While most of the literature on gender and unionism focuses on general organizational characteristics that encourage or impede women's access to leadership positions within unions, this project

instead hypothesizes systematic patterns of variation among unions in the gender distribution of leadership positions.

It is hypothesized that different cohorts of unions have distinct patterns of gender composition among their leadership, reflecting the different historical conditions in which the unions emerged. Milkman used this planning grant to work on the numerous technical problems involved in converting the data from LM-2 forms into usable format as well as to develop a full-fledged research proposal.

"Child Care Across Class Lines"

Julia Wrigley, PI (Education, Sociology)

American Sociological Association

January 1991-January 1993

\$2,500

Professor Julia Wrigley continued her research on the relations between parents and child care workers. Her goal is to place the relations between parents and caregivers, often viewed in purely individual terms, in a sociological context, examining issues and possible tensions between parents and caregivers as reflecting larger inequalities and class-based child rearing attitudes.

Wrigley's research is designed to explore underlying issues between parents and caregivers that can arise from different views of what counts as quality care. In exploring the minutia of relations between parents and caregivers, including views on how children should talk, eat, dress, and behave, the research also illuminates macro issues of inequality and class boundaries in the society, with particular attention on a theoretical level to how they have been affected by the spread of education. The research explores the social complexities created by the intertwining of the lives of parents, children, and caregivers in households, even as one set of parties, the caregivers, occupies a highly responsible but socially subordinate position.

2. Continuing Projects--Intramural

"Integration of Ethnic Women into Liberal Arts Curriculum" (FEW)

Karen Rowe, PI (English)

The Ford Foundation

\$100,170

UCLA College of Letters and Sciences

\$36,000 (direct funding)

UCLA Office of Instructional Development

\$123,580 (direct funding)

January 1989-December 1991

"Curriculum Writing Integration Project" (CWIP)

Karen Rowe, PI (English)

Office of the President

\$14,285 (direct funding awarded in 1991-92 for seminars in 1992-93)

UCLA Office of Instructional Development

\$30,000 (direct funding awarded in 1992-93)

The Center-based "Integration of Ethnic Women into Liberal Arts Curriculum Project"--now more widely known as the Ford Ethnic Women's Curriculum Transformation Project (FEW)--originally began as an extramural project in January 1989 with funding from the Ford Foundation and was later supplemented by the UCLA College of Letters and Sciences and the Office of Instructional Development.

The primary objective of this project was the incorporation of new research by and about American ethnic women--African American, American Indian, Asian American, and Chicanas/Latinas--into UCLA's undergraduate curriculum. Seven quarter-long faculty development seminars were held (four by discipline and three interdisciplinary) that allowed seventy-five faculty members to identify and evaluate

ethnic-gender research literature relevant for their respective courses, formulate themes reflective of the multiethnic visions created by the material, and develop innovative instructional strategies appropriate for the new material. All faculty participants transformed or created at least one undergraduate course, and many did more than one. During this project, the FEW bibliographic database grew to over 4,000 items, and a filmography listing over 100 films and videos by and about American ethnic women was compiled. Also the syllabi and articles from the seminars remain a popular campus and national resource.

The effectiveness of the original FEW project led the UC President's office, in conjunction with the Office of Instructional Development, to fund a similar project for the Center-based "Curriculum Writing Integration Project" (CWIP) specifically for the faculty of UCLA's Writing Programs. A series of seminars was held during 1992-93 for all interested Writing Programs' faculty.

See "Newly Funded Projects--Extramural" (II.A.3) for a description of Professor Rowe's extension of her curriculum integration project to include secondary schools in the Los Angeles Unified School District.

"Media Adaptations of the Works of Black Women Writers"

Jacqueline Bobo, President's Fellowship Program

Office of the President

July 1991-June 1993

\$34,204 (July 1991-June 1992)

\$35,740 (July 1992-June 1993)

See "Researchers Affiliated with CSW-University of California President's Fellowship" (II.E.4) for a detailed description of Bobo's research project.

"Gender and Politics"

Ellen DuBois, PI (History)

UCLA College of Letters and Science

Deans Eiserling and Sears

\$10,500 (July 1988-June 1989)

\$10,500 (July 1989-June 1990)

\$10,500 (July 1990-June 1991)

\$1,500 (July 1991-June 1992)

\$1,500 (July 1992-June 1993)

Professor Ellen DuBois was awarded funds by UCLA in 1988 to direct a three-year series of interdisciplinary programs on gender and politics, broadly construed. During the first year, Professor DuBois organized regular meetings of UCLA faculty interested in bridging the gap between academic research on woman and women's political and community organizing in Los Angeles. Through readings and group discussions, the group explored the contemporary dilemmas facing women and the character of feminist political responses to these dilemmas.

During year two, this group continued meeting to discuss and analyze feminist issues. In addition, the project sponsored a symposium on May 14, 1990, entitled "A Conference on Domestic Workers: Feminist Perspectives." This symposium focused on women household workers in the United States and internationally, the racial and ethnic dimensions of domestic labor in the United States, and possibilities for labor organization among domestic workers in California and Latin America.

The third year of the project brought veteran feminist activists to UCLA in May 1991 to offer analytic memoirs of the 1960's and 1970's at a two-day conference entitled "What Ever Happened to Women's Liberation? Rethinking the Origins of Contemporary Feminism." DuBois urged participants to create records and document their personal experiences. Throughout the conference, the need to build and strengthen links between academic and non-academic feminists was emphasized.

The Project received limited additional funding for 1991-92 and 1992-93 and has sponsored several speakers during this period. See "Programs" (III.G) for a description of activities in 1992-93.

3. Newly Funded Projects--Extramural

"Caregiving Practices in Hispanic and Anglo Families"

Robert Emerson, PI (Sociology)

National Institute of Aging

July 1992-June 1995

\$295,070

In this project, Professor Emerson will examine ethnic and gender differences in (1) the development and use of informal caregiving practices that spouses employ in the home to take care of and manage the Alzheimer's patient, and (2) family caregivers' consideration of and possible turn to formal caregiving strategies, including support groups, respite and in-home care, day care, and perhaps ultimately institutionalization. Specific attention will be given both to the nature and consequences of management practices developed to control the behavior of the person with Alzheimer's, and to that person's cooperation with or resistance to the caregiver's care and control efforts.

The research will employ qualitative in-depth interviews at six month intervals over a two-year period with a final sample of sixty Hispanic and Anglo Alzheimer spousal caregivers. The research design will also entail participant observation field research focused on gate keeping and entry processes at agencies that either assess family caregiving needs and link family caregivers with formal services, or that directly provide such services. These procedures will allow in-depth longitudinal analysis of the experience and practices of informal family caregiving and of the processes of transition to formal care, including caregivers' efforts to find out about, contact, assess, arrange for and implement such care. Ethnic and gender variations in these processes will be brought out and analyzed.

"Humanities Educational Leadership Project" (HELP)

Karen E. Rowe, PI (English)

American Council of Learned Societies (ACLS)

August 1, 1992-December 31, 1993

\$32,500

Professor Karen Rowe serves as director of UCLA's Humanities Educational Leadership Project (HELP) as part of UCLA's collaboration with the American Council of Learned Societies (ACLS), the Los Angeles Unified School District, and the Los Angeles Educational Program to strengthen Humanities education in secondary schools. As an extension of the FEW and CWIP Projects (see II.A.2), Professor Rowe directs curriculum transformation seminars for ACLS Fellows, establishes mentoring relationships between UCLA faculty and ACLS Fellows, collaborates with ACLS post-docs and Fellows to develop educational materials for use in secondary schools, serves as a liaison between UCLA and the ACLS Fellow and the Humanities teaching team located in their respective high schools, and participates in events scheduled by the ACLS to achieve the individual and group goals set for this project.

B. Projects Submitted in 1992-1993 and Pending as of June 30, 1993

"Romanticism and Gender"

Anne K. Mellor, PI (English)

National Endowment for the Humanities

October 1, 1993-September 30, 1994

\$100,572

This proposed summer seminar for college teachers will explore the difference that gender makes in the construction and interpretation of major literary texts written in the English Romantic period. By combining theoretical strategies gleaned from the new historicism, feminism, deconstruction, psychoanalysis, and thematic criticism, the seminar will focus on poetry, fiction, drama and prose by Blake, William and Dorothy Wordsworth, Byron, Keats, Mary and Percy Shelley, Wollstonecraft, Godwin, Charlotte Smith, Felicia Hemans, Letitia Landon, Edgeworth, Austen, Opie, Radcliffe and

Joanna Baillie to analyze the different rhetorical forms and ideological positions employed by male and female romantic writers. The seminar will provide an overview of recent scholarship and criticism of the English Romantic canon in the light of current theoretical debates in feminist literary criticism.

"Economic Development, Informal Education, and Cognitive Processes in a Mayan Community in Southern Mexico: A Longitudinal Study of Historical Change"

Patricia Greenfield, PI (Psychology)

UC MEXUS

July 1, 1993-June 30, 1994

\$10,000

This proposal relates to an important social problem: the relationship between economic development on the level of the group and psychological development on the level of the individual. Specifically, it concerns a longitudinal, historical study of the Zinacantecos, a Mayan group in Southern Mexico that is undergoing the economic transition from agriculture to commerce. The project constitutes a two-decade follow-up to investigations of traditional methods of informal education, or apprenticeship, and their cognitive consequences. The focus of the studies is weaving, a technical skill that is making the transition from a central role in subsistence to an important role in a money-oriented economy. A major question is how rapidly can processes of informal education and cognitive representation shift in response to social and economic change. Do mothers teach their daughters to weave the same way their mothers taught them, even under changed socioeconomic conditions? Or are they able to adapt their instructional techniques to new conditions in the space of one generation? In other words, what happens to the process of cultural transmission in times of economic change? To what extent do new methods of cultural transmission and new cultural tools lead to new representational strategies?

C. Mini-grants

Each year, the CSW holds a campus-wide competition for small seed-money grants (approximately \$2,000) to encourage faculty research on women and gender. In the fall of 1992, eight proposals were submitted and four were funded. Professor Lucie White's project ("Developing Innovative Programs for Poor Women"), which received funding in 1991-92 for a series of mini-conferences to be held in 1992-93, was awarded additional support. These five projects are described below. The call for proposals and application forms are in Appendix II.

Charlotte Neumann and Joanne Leslie (Public Health)

Health and Nutrition Factors Influencing the School Participation and Performance of Adolescent Girls in Developing Countries

This project will analyze the current state of knowledge concerning the effect of health and nutrition problems on the school participation and performance of adolescent girls in developing countries. It has been designed in parallel with and as a potential component of a larger study of linkages among work, education, health/nutrition and fertility/sexuality in the lives of adolescents in developing countries that is under development at the International Center for Research on Women in Washington, D.C. It is anticipated that the proposed study will lead to the development of a proposal for collaborative field research in one or more developing countries.

Nadine Peacock (Anthropology)

Hormonal Assessment in Pregnant and Non-Pregnant Women

This study will prospectively monitor pregnancies in primiparous women in order to assess individual variability in physical, emotional and psychological changes. Part of the study plan involves the measurement of steroid hormones in saliva, and an assessment of the extent to which these hormones correlate with certain types of pregnancy experiences, and whether levels of the hormones vary with fetal sex.

Judith Siegel and Sarah Ullman (Public Health)*Coping Strategies, Social Support, and Recovery From Rape*

Professor Siegel received funding for this project in 1990-91 and applied for and received support to complete the project this year. The study examines the impact of women's resistance strategies, coping strategies, and social supports on their post-rape physical and psychological symptomatology. The major questions of interest are: 1) What effect does the rape experience, particularly women's resistance strategies, have on post-rape functioning? 2) What coping strategies are helpful to women in their recovery from rape? 3) What behaviors do women find supportive (from family, friends and authority figures) in dealing with rape? The study will focus on the relationship of each of these sets of factors to women's psychological and physical recovery following rape.

Lucie White (Law)*Developing Innovative Programs for Poor Women*

Professor Lucie White convened two working mini-conferences (fall 1992 and spring 1993) that brought together Head Start mothers from South Central L.A., selected leaders from local community-based organizations and UCLA faculty interested in issues of women and poverty. Following a "needs-assessment" luncheon at the CSW in October, the group decided to focus on issues of neighborhood-based retail and consumer services and expanded, community-controlled child care. The first mini-conference was held in November at the Westminster Center in Watts and explored consumer concerns. The child care conference was at UCLA in May and included local leaders as well as a the distinguished grassroots child care advocate, Sophia Bracy Harris, MacArthur fellow and Director of FOCAL in Alabama.

The interaction of Head Start mothers, local leaders and UCLA faculty proved to be stimulating and productive, and the group identified several innovative ideas for translating these familiar issues into projects that would build community power while responding to women's immediate needs. Professor White plans to continue this collaboration and will seek to move these ideas to concrete, fundable projects.

Cecile Whiting (Art History)*Defining the Line: Pop Art, Mass Culture and the Gendering of Their Difference*

This study examines how Pop art and the cultural practices adjunct to it--the movement's mass media sources and its commercial emulators, art criticism and contemporary assessments of cultural dynamics--contested the dividing line between high art and mass culture. Since the commercial motifs and techniques borrowed by Pop art (as well as the household and fashion items sold by Pop-derived advertisements) were associated with the feminine world of domesticity, and since the world of high art and its collectors was considered primarily a masculine domain, this study necessarily also explores the negotiation of the boundary line between genders in the United States during the 1960's.

D. Conference Proposals

A call for conference proposals was issued in the spring of 1993. Three proposals were awarded funding for 1993-94: "Scary Women: Female Monsters and Fiends in American Film;" "And Women Will Lead Us: Steering Higher Education into the Twenty-First Century;" and "Women in Central and Eastern Europe: Nationalism, Feminism and Possibilities for the Future." These conferences will be described in the annual report for 1993-94. The call for applications can be found in Appendix III.

E. Researchers Affiliated with CSW

During 1992-93, fifteen scholars doing research on women and gender were associated with the CSW. Through their formal affiliation, these scholars received institutional support in the form of library privileges, stationery, opportunities to participate in all Center activities and assistance in developing funding proposals. A fall luncheon/reception was held on November 5 to welcome new scholars and provide an opportunity for both new and returning scholars to network together and share their research. The call for applications and the invitation to the reception are in Appendix IV.

1. Research Scholars

The Research Scholar category was created to provide a Center affiliation and title for established, independent scholars not funded on extramural projects. Six researchers held appointments as CSW Research Scholars in 1992-93:

Shera Berger Gluck is a part-time lecturer at California State University, Long Beach, where she is also Director of the Oral History Program. Berger is a sociologist whose interests lie in the areas of feminism and the politics of the third world, women of color and the women's liberation movement in the United States, and Palestinian women and the struggle for self determination. Her current project examines the women's movement in occupied Palestine in terms of women's consciousness, gender interests and nationalism.

Sondra Hale is the Director of Women's Studies at California State University, Northridge, a lecturer in the Women's Studies Program at UCLA, and a very active member of the CSW community. An anthropologist, Hale studies gender and class issues with an emphasis on the Middle East and Africa. She is currently finishing work on *Gender and Politics in Sudan*, a book that explores the problematic uses of culture by various institutions and by women themselves to affect gender arrangements. She is also working on a project tracing colonial to post-colonial representations of Sudanese by Westerners and of Westerners by Sudanese. For this research, access to the vast UCLA Sudan collection will be essential.

S. Barbara (Penny) Kanner is a scholar in English social history. She is continuing to work on her manuscript on British Women's Autobiographies, 1720-1930, a reference work which analyzes over 800 British women's personal writings. These represent various geographical derivations over the empire and commonwealth which will allow for comparative study. She plans a substantive introduction on theory related to the genre as well as relevant application to the authors and works included in the book.

Mitzi Myers' association with the Center is vital to her work, since it provides her with access to UCLA's Children's Book Collection, the Sadleir Collection and the University Research Library's manuscript holdings of women's writings and related materials. Myers is fast becoming one of the United States' leading experts in the field of children's literature and serves on the editorial boards of three major journals in her field. She is continuing work on her book on Maria Edgeworth, an eighteenth-century author of children's stories, as well as working on a number of other projects relating to women and education.

Norma Fain Pratt is a faculty member in the History Department at Mt. San Antonio College. Although in the past she has specialized in the history of immigrant Jewish women of Eastern European background in the United States, her current research project deals with female childhood in Southeast Asia, particularly Thailand and Indonesia. In connection with this research, she is developing a joint project with the Women and Youth Studies Program at Thommasat University in Bangkok and the Public Health Program at Khon Kaen University in northeastern Thailand.

Nayerch Tohidi, a social psychologist, has been studying women in the Middle East, particularly Iran, for more than a decade. Her work on the situation of Iranian women since the Islamic revolution has been widely published and disseminated at international conferences. Currently she is studying the rise of "Islamic feminism," a movement of fundamentalist women in Iran who are fighting for expanded women's rights within Islam. She is also conducting an empirical investigation of the impact of acculturation on intergenerational and marital conflicts, family stability and the divorce rate among Iranian immigrants in the United States.

2. Affiliated Scholars

Now in its sixth year, the Affiliated Scholars Program is designed to promote research on women and gender by bringing independent scholars and faculty from the larger women's studies community to UCLA. The program specifically seeks to attract racial and ethnic minority scholars doing research on women and gender who have limited institutional support. The Affiliated Scholars Program is overseen by a faculty committee which reviews applications and selects scholars each year. (See Appendix I)

Five new Affiliated Scholars were selected for the program in 1992-93.

Lisa Cantanzarite received her Ph.D. in Sociology from Stanford University in 1990. She is studying the change in gender composition of jobs in the maquiladoras (world market assembly plants) in Mexico and the implications of this change for gender relations. Among other things, this change has implications for explicating the reciprocal relations between the gender hierarchy in the labor market and the gender hierarchy in the society at large (including family relations).

Rachel Fretz received her Ph.D. in Folklore and Mythology from UCLA in 1987. She is doing research for her book entitled, *Storytelling Voices: Narrating, Singing, Answering in Chokwe Performances*, which examines storytelling as an interpretive and aesthetic experience. She will analyze the results of her field research in Zambia which will examine the effects of regionalism on a remarkably consistent and coherent expressive tradition. Among other issues, she will explore the influence of gender on interpretation.

Susan McCabe received her Ph.D. in English from UCLA in 1990. She is doing research on the representation of female sexuality in literature which becomes translated into or adapted as cinema. Her goal is not simply to locate positive or negative images of female sexuality, but to reveal, in part, their embeddedness in textual and filmic choices made by a configuration of different people--producers, directors, writers and even publishers.

Paula Marie Sirola received her M.A. in Urban and Regional Planning from UCLA in 1984. She is researching women's work in the informal sector within an industrialized economy by examining the multiple aspects of immigrant women's income-generating activities in the Los Angeles region. A major concern will be to determine which types of informal sector work may lead to political/economic empowerment.

Victoria Westermarck received her B.A. in English/Education from the University of Denver in 1968. She is an independent scholar, writer and producer and will be working on her manuscript, *Lady Blackrobe--Pioneer Catholic Sisters Roles in Western Frontier Settlement*. Her work demonstrates that the way the church hierarchy treated its sisters was parallel to the way the government treated "its Indians."

Four scholars were reappointed for 1992-93.

Jill Cherneff received her Ph.D. in Anthropology from the New School for Social Research in 1981. She is conducting an ethnographic study of women's roles behind the camera in the production of feature films, the social relations in this community and the impact of gender in the decision-making and power relations in the Hollywood film industry.

Marta Lopez-Garza received her Ph.D. in Sociology from UCLA in 1985. An assistant professor of Sociology at California State University, Los Angeles, she is researching the implications of the Immigration Reform and Control Act of 1986 on the status of immigrant women from Mexico and Central America. Her present work focuses on female and male wage differentials and immigration and the informal economy in the Southwest.

Kathryn McMahon received her Ph.D. in Comparative Culture from UC Irvine in 1989. She is conducting a comparative analysis of representations of Vietnamese women by the U.S. media in popular histories of the war and representations in Vietnamese popular histories.

Deborah Then received her Ph.D. in Psychology and Education from Stanford in 1986. She is continuing her study of women and body-image through an examination of the socialization of females by means of women's magazines. Specifically, she will focus on articles having to do with physical attractiveness, relationships, men and careers.

Six scholars held inactive status:

Jaclyn Greenberg, Karen Langlois, Dorene Ludwig, Paulene Popck, Margaret Rose, and Kathleen Sheldon.

3. Visiting Scholars

Sandra Harding is a world-renowned specialist in epistemology and the philosophy of science and Professor of Philosophy and Director of Women's Studies at the University of Delaware. During the winter and spring quarters of 1993, Harding was a Visiting Scholar at UCLA, where she taught in the Women's Studies Program and completed research on her new manuscript entitled, *The Racial Economy of Science: Towards a Democratic Future*.

Emma Zapata is a Professor of Anthropology at the Colegio de Postgraduados in Mexico. She was a Visiting Scholar in the fall of 1992 and continued her research on a development project for rural women in the states of Hidalgo and Tlaxcala, Mexico.

4. University of California President's Fellowship

Jacqueline Bobo, the Center's first President's Fellow, is an assistant professor at the University of North Carolina, Chapel Hill, in the Department of Radio, Television and Motion Pictures, where she studies media images of Black women. Bobo's original fellowship project, "Media Adaptations of the Works of Black Women Writers" has been expanded to include the work of Black women filmmakers and an assessment of Black women as spectators. Bobo is currently completing this research that will result in a book on Black women and film entitled, *Credible Witness: Black Women, Film Theory, and Spectatorship*.

Bobo's 1991-92 appointment as UC President's Fellow was extended for 1992-93.

III. PROGRAMS

CSW programs are designed to support and enrich the Center's research activities. Some programs spark ideas and questions that ultimately become the source of new research proposals. Other programs disseminate the results of funded research and enable us to keep the larger UCLA community informed of the most recent work on women and gender. Programs often vary according to their disciplinary focus. Scholars in the humanities are more likely to conduct research individually and to gather for presentations of papers at workshops and conferences; social scientists more often engage in large data gathering projects and work in collaboration with other researchers. The Center seeks to sponsor a variety of programs to meet these different needs.

Programs are also central to the Center's efforts to build an active community of UCLA scholars doing research on women and gender. In this respect, our programs provide much-needed opportunities for faculty and graduate students to discuss and debate issues within and across disciplines and to develop new critiques and formulations of feminist theory. All of our programs are designed to encourage multicultural research attentive to racial, ethnic and class diversity.

The following sections describe the on-going programs as well as special conferences and events that were organized or co-sponsored by the Center during the 1992-93 academic year.

A. Feminist Research Seminar

The purpose of this long-standing interdisciplinary seminar is to provide an informal setting for the discussion of theoretical, methodological and cross-cultural issues raised by current feminist scholarship.

Now in its thirteenth year, the seminar is financially self-supporting. It meets twice per quarter and is open to faculty, graduate students and affiliated researchers who "join" the seminar and pay a nominal fee for copies of pre-distributed materials. UCLA faculty are invited to present their work-in-progress to the seminar. The format is designed to facilitate active interchange among all seminar participants, rather than to showcase completed work.

Faculty Co-Chairs Chris Littleton (Law) and Ruth Bloch (History) coordinated the 1992-93 seminar. Membership was composed of the forty-five people who "joined" plus affiliated researchers, graduate

students and other members of the CSW community who attended. Audience size ranged from 22-45 with an average of 30 participants for each seminar. The presenting faculty represented the disciplines of psychology, social welfare, public health, film and art history. A complete listing of the seminar topics and speakers for 1992-93 is included in Appendix V.

B. Feminist Theory Series

The Feminist Theory Series was conceived by Professors Janet Bergstrom (Film) and Anne K. Mellor (English). In response to the "conference call" in the spring of 1992, Bergstrom and Mellor received funding for a proposal for a feminist theory series that would bring prominent feminist theorists to UCLA in 1992-93 and provide a public forum for feminist theorizing. The goal of the series is to enrich the work of CSW scholars and expose the broader campus community to feminist approaches in the Humanities.

The series commenced in January 1993, and in winter and spring quarters featured six well-known scholars who focused on women and film. The speakers were E. Ann Kaplan, Linda Kauffman, Amelia Jones, Jacqueline Rose, Trinh T. Minh-ha, and Mary Ann Doane. The series was extremely successful and generated a lot of enthusiasm. Audience size ranged from 18 to 180 with an average of 64 attendees for each lecture. The CSW produced a special poster to advertise the series. The poster gives a complete listing of the speakers and topics and can be found in Appendix VI.

The success of the series has resulted in planning for Feminist Theory Series II for 1993-94, which will focus on feminist theories of race and gender.

C. Brown Bag Lunch Series

In the fall of 1991, the Center initiated a new series of brown bag lunch seminars. Faculty engaged in research on women and gender were invited to present their work in a more intimate and informal setting than that provided by the Feminist Research Seminar. The seminars were conceived as a community building device as well as an opportunity for faculty to share their work-in-progress with their colleagues and obtain valuable feedback.

The format for the brown bag lunch series was changed for 1992-93 in an effort to draw more participants. Featured speakers were feminist scholars from local universities, other UC campuses, or visiting scholars at UCLA (with the exception of the Gender and Politics Project, see II.A.1 and III.G.) The CSW also provided a light lunch. Audience size ranged from 10-40 with an average of 23.

For a list of the eleven speakers in the brown bag lunch series during the 1992-93 academic year, their affiliations and their topics, see Appendix VII.

D. Graduate Student Programs

The CSW Graduate Programs Committee has identified three major ways in which the Center can assist UCLA graduate students doing research on women and gender. These include: 1) creating a sense of community among students from diverse departments/schools and facilitating networking among them; 2) providing opportunities for graduate students to present their research in public forums and obtain feedback about their work from other feminist students and faculty; and 3) making funds available through the Center to support graduate research on women and gender and providing students with information about other funding sources and opportunities.

The Center's mailing list of UCLA graduate students doing research on women and gender currently includes over 300 names and makes direct communication with each student possible. Individuals on the mailing list receive the annual Calendar of Events, the quarterly Newsletter, information about CSW programs and invitations to CSW sponsored events. We also share the list with other campus departments sponsoring programs of interest to our students. The list is updated regularly, and announcements in the Graduate Division Newsletter as well as in our own newsletter encourage students engaged in feminist research to contact the CSW and become involved in our programs.

1. Special Events

a. Fall Luncheon Honoring 1991-92 Graduate Student Awardees (Sponsored by the Friends of CSW, see III.H.)

The Friends of the Center for the Study of Women have as one of their goals the raising of funds for graduate student research on women and gender. In the fall of 1992, the Friends organized a luncheon event to honor students who had received grants or prizes from the CSW in 1991-92. "On the Cutting Edge: What's New in the Field of Gender Research? Graduate Students Discuss Their Work," was held at the Faculty Center on October 29, 1992. Graduate student travel grant recipients Adande Washington (Anthropology), Debra MacComb (English), Elizabeth Townsend (History), and Wollstonecraft Prize winner Joan Waugh (History) spoke about their work to a group of faculty, students and Friends. The program for this event is included in Appendix VIII-A.

b. Annual Fall Reception

The annual fall luncheon/reception for new and returning graduate students engaged in feminist research was held on November 4 in Kinsey 288. (See Appendix VIII-B.) Students were given information about the Women's Studies Program as well as CSW-sponsored events and programs, and the event provided an opportunity to network with other students and to meet CSW feminist faculty.

c. Winter/Spring Program

On March 2, 1993, the CSW sponsored an afternoon program for graduate students called "Dealing with Academic Stress." The workshop was presented by Dr. Alan Nagamoto, Facilitator of Dissertation Support Groups with Student Psychological Services, and addressed such topics as getting through qualifying exams, dealing with your advisor and overcoming dissertation writer's block. The seminar was attended by over 40 students. Appendix VIII-C contains a flyer for the program.

2. Annual Graduate Student Research Conference

The Center sponsored its third annual graduate student research conference on May 17, 1993 which provided graduate students with an opportunity to present their work in a public forum. Twenty-seven UCLA graduate students doing research on women and gender presented papers in a day-long series of interdisciplinary workshops facilitated by CSW faculty. Approximately 100 people participated in the program, which included a keynote address by Carol Tavris, noted speaker and author. A complete listing of the conference speakers and their paper topics as well as a copy of the call for abstracts are included in Appendix VIII-D.

3. Travel Grant Program

The Travel Grant Program was initiated in the fall of 1990 to assist UCLA graduate students doing research on women and gender with travel expenses related to their research and to enable them to present papers at professional conferences. Through these awards, the Center is able to directly support and facilitate the academic and career aspirations of graduate students doing gender-related work. This year, funding for this program was provided by the Friends of the CSW and a generous gift of \$1,000 from the Graduate Division.

During the 1992-93 academic year, funds were awarded three times in competitions held quarterly. A joint student/faculty committee (a subcommittee of the Graduate Programs Committee with a rotating membership) reviewed the applications and notified the recipients by the end of each quarter. A program flyer, a copy of the guidelines and procedures and an application are included in Appendix VIII-E.

A total of \$5,800 was distributed among 24 students representing nine different departments and schools, with a maximum award per student of \$400. Forty-three graduate students representing 16 different departments and schools submitted applications. A list of the 1992-93 travel grant recipients including their department and research topic is included in Appendix VIII-F.

4. Mary Wollstonecraft Dissertation Prize

The Center presents an annual award, the Mary Wollstonecraft Prize, for the outstanding dissertation that concerns women or gender and that makes use of historical materials and methods. The prize was established in the amount of \$1,000 by the Edwin and S. Barbara (Penny) Kanner Endowed Fund for the Mary Wollstonecraft Prize. Although the prize has been awarded since 1988, it was endowed in December 1989 by a generous gift from Penny Kanner and her husband. Kanner, who received her Ph.D. from UCLA, is a Research Scholar at the Center who specializes in British women's history. This award is designed to make doctoral research on women more visible and to assist students at a critical stage in their careers.

The 1992-93 recipient of the Wollstonecraft Prize was Jane Sugarman in Ethnomusicology, currently on the faculty at SUNY Stony Brook. Her dissertation was entitled, "Engendering Song: Singing and the Social Order at Prespa Albanian Weddings." The Committee (see Appendix I for list of members) was impressed with the range and inventiveness of her dissertation and praised the "meticulous research and subtle and dense portrayal of connections between aesthetic/structural aspects of the songs and kinship in the Prespa community." The Prize was presented to Sugarman (in absentia) at the Third Annual Graduate Student Research Conference on May 17. Penny Kanner was in attendance and was recognized for her generous contribution and commitment to graduate students.

5. Graduate Student Support

Each year, the CSW offers a limited number of graduate student research assistantships. Graduate students are employed on both extramural and intramural grants and also assist in various CSW projects. This year, the Graduate Division made a one-time allocation of \$15,000 for graduate student support. Because of this, the Center was able to provide additional graduate student research assistantships to four graduate students representing the Department of Film and Television, the Department of English and the School of Public Health.

E. Lectures, Conferences, Special Events & Co-Sponsorships

Throughout the academic year, the CSW both organizes and co-sponsors a variety of public lectures, conferences and special events related to women and gender issues. Together with the Women's Studies Program and the Women's Resource Center, the Center also helps to plan a series of special events for Women's History Month. Events included a public reception in Kinsey 288 and lectures by Gloria Anzaldua, Peggy Reeves Sanday, Mary Daly, Susan Moller Okin and Louise Tilly. Anzaldua and Daly spoke in the evening to audiences of 200-250 people. Appendix IX-A lists all of the speakers and their topics in a special poster designed to promote the events during the month of March.

The CSW also hosted the first annual event to commemorate the anniversary of *Roe v. Wade* with a special lecture by Simon Heller from the Center for Reproductive Law and Policy in New York. His presentation was entitled, "The Continuing Threat to the Right to Choose Abortion." Also of special note was a presentation on "The Politics of Breast Cancer" by Dr. Susan Love, the new Director of UCLA's comprehensive Breast Center. (See Appendix IX-B for flyers announcing these as well as additional special events.)

In addition, the Center provides financial support and organizational assistance for conferences and speakers sponsored by other campus units. To qualify for co-sponsorship, a program must address women and gender issues. During the 1992-93 academic year, the Center co-sponsored programs with many UC units including: UC Humanities Research Institute, Chancellor's Office/Academic Development, Office of Community and Governmental Relations, Office of Student Affairs, Association of Academic Women, Department of Folklore and Mythology, School of Public Health, School of Theater/Film & TV, History Department, Center for Russian and East European Studies, Slavic Languages Department, UCLA Aids Institute, Asian American Studies, Chicano Studies, Women's Studies, Afro-American Studies Center, Committee on Jewish Studies, University Hillel, PIRLA, and the UCLA Lesbian and Gay Faculty/Staff NETWORK (Also see the Lesbian and Gay Speakers Series below).

A complete list of lectures, conferences and special events that the CSW co-sponsored can be found in Appendix IX-C. See also Appendix X for the co-sponsorships in the Lesbian and Gay Series.

F. Lesbian and Gay Series

The CSW functioned as the administrative home for the new Lesbian and Gay Series for 1992-93. Vice Chancellor Ray Paredes from the Chancellor's Office/Academic Development allocated \$5,000 to bring speakers who would address the concerns of the UCLA Lesbian, Gay and Bisexual community. The idea of a formal, organized Lesbian/Gay Series generated a lot of enthusiasm and several campus units met together to plan a program for the year and coordinate events. Co-sponsorship included the Chancellor's Advisory Committee on the Gay, Lesbian and Bisexual Community at UCLA, CSW, Women's Studies Program, UCLA Lesbian and Gay Faculty/Staff NETWORK, the Student Committee on Lesbian and Gay Studies, the University Research Library and Lambda Alumni. Appendix X lists the speakers and topics for 1992-93.

G. Gender and Politics Project

Professor Ellen DuBois (History) was awarded funds by UCLA in 1988 to direct a three-year series of interdisciplinary programs on gender and political issues through the Center for the Study of Women. (See "Continuing Projects--Intramural" II.A.1) Minimal funding for the Gender and Politics Project has been renewed through June 1994. In 1992-93, the Project co-sponsored a series of lectures on the history of sexuality as part of the Brown Bag Lunch Series. Ramon Gutierrez, Liz Kennedy, Estelle Freedman and Gayle Rubin were the invited speakers. These lectures were also coordinated with the Lesbian and Gay Series. Flyers for these events appear in Appendices VII and X.

H. Friends of the Center for the Study of Women

The Center has an active group of community supporters called the Friends of the Center for the Study of Women. The Friends function as a formal support group. During 1992-93, Beatrice Mandel and Laura Levy-Coutin served as co-chairs, and the group helped to raise funds for CSW projects and presented programming for their members and interested individuals in the greater Los Angeles community. Members of the Friends' Board are listed in Appendix XI-A.

For a summary of the Friends' fundraising activity, see "Fundraising Activities" (V.G) and Supplement B. The Friends sponsored four programs during 1992-93 and co-sponsored one program with the UCLA Association of Academic Women (AAW). Program announcements can be found in Appendix XI-B.

IV. PUBLICATIONS

Promoting and maintaining informational links among scholars doing research on women and gender is one of the primary functions of the Center. The CSW also seeks to inform the wider academic community about research resulting from Center-supported projects.

In addition to Center-based publications, many of the Core Faculty, Principal Investigators, Research Scholars and Affiliated Scholars at CSW have published their research results in scholarly journals and books. Through the publications described below, the Center informs individuals and organizations within and beyond UCLA about the research and programs it supports.

A. Calendar of Events and Special Posters

In January, the CSW published a new "Calendar of Events" poster for winter and spring quarters. We received an enormous amount of positive feedback from faculty, other campus units and individuals and organizations in the greater Los Angeles community. The "Calendar" presents the public with an overview of the many activities sponsored and co-sponsored by the CSW and provides the Center with much needed visibility. Plans are currently underway to create a "Calendar of Events" for the entire academic year in 1993-94. The Calendar can be found in Appendix XII-A.

Two special posters were created to highlight and publicize special programs. In January, CSW created a poster for the new Feminist Theory Series (see Appendix VI), and in March we produced a "poster-calendar" listing all the events that the CSW either sponsored or co-sponsored during Women's History Month (see Appendix IX-A).

B. Newsletter

In 1992-1993, the CSW published one Newsletter in the fall quarter. A new logo was developed and the format was changed. The issue was devoted to introducing new feminist faculty and highlighting new programs. Feedback was overwhelmingly positive. Unfortunately, the CSW five-year review process in the winter and spring quarters necessitated writing a major self-study, and staff time that would otherwise have been given to the Newsletter had to be devoted to the review process. The Center plans to publish one Newsletter each quarter in 1993-94. The Newsletter is in Appendix XII-B.

V. ADMINISTRATION AND OPERATIONS

During the 1992-93 academic year, the Center was administered by Director Kathryn Norberg under the direction of the CSW Advisory Committee chaired by Anne K. Mellor.

A. Advisory and Executive Committees of CSW

The Center's administration is advised by a faculty committee appointed by Dean Fred Eiserling. The Advisory Committee met once in the fall, twice in the winter and once in the spring quarter. The Executive Committee consists of three members of the Advisory Committee in addition to the Center Director and the Chair of the Advisory Committee. This committee met once in the fall, twice in the winter quarter and once in the spring. In addition to its Advisory and Executive Committees, the Center also benefits from the advice of faculty members serving on four different standing committees: Affiliated Scholars; Graduate Programs; Research; Wollstonecraft. Members of all these committees for 1992-93 are listed in Appendix I.

B. Staff

During 1992-93, the Center was staffed by an Assistant to the Director, an Administrative Analyst and an Administrative Assistant. The Assistant to the Director position was vacant from April-August 1992. Dawn Waring, Ph.D., was hired for that position on August 1, 1992. Van Do-Nguyen continued in her position as Administrative Analyst for the entire year. Administrative Assistant Bettyann Chun resigned in at the end of July 1992 in order to go to law school. The position was vacant until September 9, 1992 when Edeliza Tumbucon was hired. In April 1993, Edeliza was reclassified from Administrative Assistant I to Administrative Assistant II. During the academic year, the Center was also assisted by undergraduate and graduate students.

C. Space

In December 1992, the Center moved its main office from Kinsey 236A to Kinsey 276. This move provided a slightly larger office, but more importantly, it located the main office closer to the office of the Director, Assistant to the Director, and CSW conference room. Currently the Center occupies the following office space in Kinsey Hall: 276 (main office/Administrative Assistant II), 251B (Administrative Analyst), 288A,B,C (Director, Assistant to the Director and Conference Room). Room 251A is shared with the Women's Studies Program and 255 is used for principal investigators, CWIP Project Personnel and Visiting Scholars.

D. Budget

The Center's permanent budget is composed mainly of 19900 funds allocated by the Dean of the Life Sciences. In addition, the Center receives one-time allocations for special projects and utilizes resources from funds raised by the Friends of the CSW (Supplement B) and from grants awarded from private and public foundations and agencies.

The detailed budget, including income and expenditures by sources, is listed in Supplement A.

1992-93 Summary of Funding Sources

19900 sub-0 Academic Salaries	
19900 Operational Budget	
One-time Special Allocations	
University Support to Faculty Research	
Donor Funds	
Income	
Foundations	
Federal Agencies	
TOTAL:	\$1,886,317.59

E. Equipment

The Center's current inventory of computer equipment consists of the following: 1 IBM AT clone, 4 original equipment IBM PCs upgraded with AST Super Paks, 1 MAC/SE, 1 MAC+ with external hard drive, 1 IBM Quietwriter impact printer, 1 Okidata dot matrix printer, 1 HP LaserJet I printer, 1 HP LaserJet II printer, a LaserWriter NTX and a newly acquired LaserJet III. The Center also has 2 IBM selectric typewriters, 1 Panasonic typewriter, 1 IBM Wheelwriter 6 and one Wheelwriter 10.

The Center also has 1 IAS computer (an IBM PSII/60), 1 Diablo dot matrix printer, 1 IBM Quietwriter impact printer all of which are so old as to be of little use. The Center plans to list this equipment for sale in the surplus catalogue.

F. Affiliation with Other Groups

The Center's staff and administration are affiliated with a number of groups locally, at the state level and nationally.

1. UCLA Women's Studies Program (WSP)

The Director of the Center sits on the Faculty Advisory Committee of the Women's Studies Program. The Women Studies Program and the CSW co-sponsor various public lectures and share the cost of bringing in outside speakers. In addition, the CSW shares one of its offices with the WSP as well as xerox and fax machines. The conference room in Kinsey 288 is also made available to Women's Studies for their TGIF gatherings and other meetings. With the institution of a Ph.D. in Women's Studies at UCLA, the two units should draw still closer together.

2. UCLA Association of Academic Women (AAW)

Once a year the Center cooperates with the AAW in hosting a fall reception for new female faculty. The Center's role has been to provide materials to newcomers describing the Center and to be represented at the event. Faculty affiliated with the Center host newcomers from their respective departments. This year, the Friends of CSW also co-sponsored a program with the AAW which focused on Women and Politics and featured Gloria Molina as keynote speaker. (See Appendix XI-B for the program description.)

3. UCLA Chancellor's Coordinating Council on the Status of Women (CCCSW)

In 1991, Executive Vice Chancellor Andrea Rich, in consultation with members of the women's community at UCLA, created the Chancellor's Coordinating Council on the Status of Women that replaced the Chancellor's Advisory Council on the Status of Women. In 1992-93, this group was chaired by Center Director Kathryn Norberg and composed of the Director of Women's Studies, the President of the AAW, the Director of the Women's Resource Center, the Director of the UCLA Child Care Center, two staff representatives, two undergraduate representatives, a graduate representative and an observer from the Lesbian and Gay Faculty/Staff NETWORK. The Council meets three times during the year, and reports to the Chancellor through the Council on Diversity.

4. University of California Council of Women's Programs (UCCWP)

The Center is a member of the UC Council of Women's Programs, which is composed of representatives of women's studies programs and feminist research units on the nine California campuses. The Council holds meetings two-three times a year so that faculty and staff from all the UC campuses can share information and work on joint projects. In 1992-93, the UC Council met once in the fall quarter at UC Riverside and focused on planning a conference for fall 1993. It was attended by representatives of both the CSW and the Women's Studies Program. The spring meeting, which was to be held at UC Santa Barbara, was canceled.

5. National Council for Research on Women (NCRW)

The Center is a member of The National Council for Research on Women, a national aegis organization whose membership is composed of all the research centers in the country that do research on women and gender. As a member of the Council, the Center is represented at the annual meeting and shares information on its activities through the National Council's Newsletter. The CSW Newsletter and Calendar of Events are also sent to all NCRW member organizations.

G. Fundraising Activities

The Center for the Study of Women engages in a number of activities geared toward raising funds for gender-related research and programs from interested individuals in the community, UCLA alumni, foundations and corporations. In cooperation with the Development Officer assigned to the Life Sciences in the College of Letters and Science, the CSW seeks to identify donors to fulfill its long-term goals by means of endowments.

The Center for the Study of Women also has a dedicated group of Friends co-chaired by Beatrice Mandel and Laura Levy-Coutin. Through events (see Appendix IX-B.) and solicitation letters, the Friends cultivate community persons who often join the group and support CSW projects with annual gifts. The details of income and expenditures for the Friends of the CSW are listed in Supplement B.

In 1992-93, Friends' member and noted editor Jean Stone contributed an additional \$10,000 to the Jean Stone Endowment. This endowment, established in 1990-91 will ultimately provide significant new support for faculty and graduate student research on women and gender-related issues.

VI. FIVE-YEAR REVIEW

In accordance with University policy, the Center for the Study of Women was scheduled for a five-year review in 1992-93. This took place on May 13-14, 1993. The review had been postponed for the past several years due to the fact that the Center did not have a permanent director.

University policies require that Organized Research Units submit a summary report which forms part of the dossier to be considered by the *ad hoc* review committee. The purpose of this report is to evaluate the accomplishments of the unit during the period under review, assess its effectiveness in fulfilling its mission and consider its continuing relevance to the campus academic program. Preparation of this

detailed self-study and subsequent preparation for the review occupied a substantial amount of staff time during winter and spring quarters. The report was prepared by Director Kathryn Norberg with assistance from the Assistant to the Director, Dawn Waring, and the Administrative Analyst, Van Do-Nguyen. It was submitted with a cover letter by Professor Anne K. Mellor, Chair of the Faculty Advisory Committee. (See Appendix XIII-A for the self-study and Appendix XIII-B for the cover letter.)

The review committee consisted of three UCLA faculty members and two external reviewers appointed by Vice-Chancellor Claudia Mitchell Kernan. The internal reviewers were Deborah Koniak-Griffin, School of Nursing; Belinda Tucker, Psychiatry; and Lynne Zucker, Sociology. External reviewers were Lois Banner, Department of History and Program for the Study of Women and Men in Society, University of Southern California; and Cyrena Pondrom, Director, Women's Studies Resource Center, University of Wisconsin, Madison. Internal reviewer Lynne Zucker unexpectedly withdrew from the review team for personal reasons. The report from the review committee is in Appendix XIII-C.

**APPENDICES
AND
SUPPLEMENTS**

APPENDIX I

CSW COMMITTEES FOR 1992-93

EXECUTIVE COMMITTEE

Kathryn Norberg, History, CSW Director
Anne Mellor, English, Chair of CSW Advisory Committee
Janet Bergstrom, Film and Television
Linda Bourque, Public Health
Karen Sacks, Anthropology, Director of Women's Studies

ADVISORY COMMITTEE

Anne Mellor, English, Chair
Emily Abel, Public Health
Ned Alpers, History, Dean HUP
Helen Astin, Education
Janet Bergstrom, Film and Television
Ruth Bloch, History
Linda Bourque, Public Health
Karin Elliott Brown, Social Welfare
Dan Calder, English, Acting Dean of Humanities
Ellen DuBois, History
Patricia Greenfield, Psychology
Kathy Komar, German
Christine Littleton, Law
Carrie Menkel-Meadow, Law
Ruth Milkman, Sociology
Carole Pateman, Political Science
Dawn Upchurch, Public Health
Cecile Whiting, Art History
Mary Yeager, History
Karen Sacks, Anthropology, Director of Women's Studies

GRADUATE COMMITTEE

Ellen DuBois, Chair
Carole Browner, Anthropology/NPI
Karol Dean, Graduate Student, Psychology
Roxanne Eberle, Graduate Student, English
Bob Emerson, Sociology
Leslie Pincus, E. Asian Languages/Cultures
Patricia Smith, Graduate Student, English

RESEARCH COMMITTEE

Carole Browner, Anthropology/NPI
Bob Emerson, Sociology
Jacqueline Goodchilds, Psychology
Patricia Greenfield, Psychology
Jayne Lewis, English
Dawn Upchurch, Public Health

WOLLSTONECRAFT

Ruth Bloch, History, Chair
Claire McEachern, English
Joan Waugh, History

AFFILIATED SCHOLARS

Emily Abel, Public Health
Kathryn King, Classics
Barbara Packer, English
Karen Sacks, Anthropology
Kathleen Sheldon, Affiliated Scholar

APPENDIX II



The Center for the Study of Women MINI-GRANT PROGRAM ♦ 1992-1993 CALL FOR PROPOSALS

We are pleased to announce that **additional grant money is available** to feminist researchers working on women and gender. **Also, the maximum amount of the awards has been increased from \$2,000 to \$5,000.**

Two types of applications will be supported:

- Individual grants designed to support a specific research project. Priority will be given to proposals that may serve as "seed projects" for larger extramural grant applications to be brought through the Center.
- Interdisciplinary collaborative grants designed to support small team projects that bring together faculty and possibly graduate students from two or more UCLA departments/schools. Priority will be given to proposals that may result in a group product, such as a publication, or a larger extramural grant application to be brought through the Center. At least two faculty members from different departments/schools at UCLA must make a joint application.

Eligibility: UCLA faculty and those applying with them

Amount of Awards: Up to \$5,000

Preference will be given to the support of research assistants and other research-related expenses. Award monies may not be used to pay UCLA faculty salaries, costs of manuscript preparation, indexing, publication or translation, or for the purchase of major equipment. Travel funds will be limited.

Evaluation Criteria Include:

1. Selection will be based upon the quality and originality of the proposal and its relevance to feminist research on women and gender.
2. Priority will be given to junior faculty and to individuals who have not previously received research funds from the Center for the Study of Women.
3. Priority will be given to proposals that lead to extramural funding through the Center for the Study of Women.

Submission Deadline: May 14, 1993 (Funding period is 7/1/93-6/30/94.)

*For an application or questions about the program, contact Dawn Waring, Assistant to the Director
276 Kinsey Hall, x.65898 or x.50590.*



INSTRUCTIONS

Applying for a Minigrant from the Center for the Study of Women

Please carefully read the "Call for Proposals" for important information about the mini-grant program and the evaluation criteria.

Required Application Materials

Complete the enclosed application forms which include a cover sheet and a budget statement. Prepare a 3-5 page typed Project Description. The Project Description should include, as appropriate, these elements:

1. A one-paragraph abstract or general summary of the proposal, limited to 150 words or less. (If the project is funded, this paragraph will be used in information describing funded projects.)
2. The goal or outcome of the project and the relationship of this product to previous research.
3. The funding sources (specific federal agencies or private foundations) to which you intend to apply in the future.
4. The specific plan of procedure for the funding period.
5. A project budget, including a detailed justification of the budget.
6. For interdisciplinary collaborative proposals only, include a separate page giving the names, UCLA affiliation, mailing address and phone number of each member of the research group.

Submit an envelope containing 7 copies of the following:

- (A) The application materials (cover sheet, budget, project descriptions) stapled in sets.
- (B) The curriculum vitae of each faculty member participating in the project.

Deadline: May 14, 1993

Mailing Address: Deliver or mail application materials to the Center for the Study of Women, 276 Kinsey Hall, Campus, 150405.

For Additional Information: Contact Dawn Waring, Assistant to the Director, Center for the Study of Women, 276 Kinsey Hall, Campus, 150405 (x. 65898 or x.50590).

MINI-GRANT APPLICATION FORM • 1992-1993
Center for the Study of Women

1. Principal Investigator:

Name:

Academic Title:

Department:

Campus Address (& mail code):

2. Name, UCLA affiliation, and mailing address of co-investigators. (For collaborative research grants, attach a separate sheet listing this information for all members of the research group.)

3. Project Title:

4. This is: ☐ an individual research proposal
 ☐ an interdisciplinary collaborative proposal

5. This is: ☐ a new project
 ☐ a continuation of an on-going project

6. Have you ever received research funds from the Center for the Study of Women?

☐ No ☐ Yes

IF YES, give the title, date and amount of each funded project, and any publications or other products resulting from each award.

7. Have you applied elsewhere for support of this project, or do you intend to apply elsewhere? **IF YES,** please give the names of the agencies to which you have applied or intend to apply, and the amount for which you are applying.

8. During the past 3 years, have you received intramural (e.g., Academic Senate) or extramural funding for this or a closely related project? **IF YES,** please list the title of the project, the amount of the award, and the source of the funding.

9. Do you currently have extramural or intramural grants or contracts not related to this proposal? Is funding for other projects currently pending? **IF YES,** please describe: (Attach an additional sheet if necessary.)

BUDGET INFORMATION

1. Name of principal investigator: _____

2. Project Title: _____

3. Department to receive funds: _____

4. Staff person in department to contact about transfer of funds:

Name: _____ Phone: _____

Mini-grant funds come from the 19900 state fund. They must be transferred to a departmental 19900 account. Please indicate the 19900 account number of your department or professional school: 19900 - _____ - _____. Funds must be carried forward to 1993-1994 by your department/ professional school.

5. Detailed Budget:

A. Research Assistance:

For each position, indicate title, duties, rate of pay, and
total hours to be worked:

\$ _____

B. Expendable supplies including duplication and
postage (itemize):

\$ _____

C. Travel (describe):

\$ _____

D. Other expenses (itemize):

\$ _____

TOTAL REQUEST

\$ _____



CENTER FOR THE STUDY OF WOMEN

CALL FOR CONFERENCE PROPOSALS

The Center for the Study of Women would like to assist its faculty with the development, organization, and funding of conferences focusing on women and gender issues. We invite you to submit your ideas for our consideration. **The Center can contribute up to \$10,000** for this purpose, and Center staff will work closely with you to implement your proposal and locate outside funding sources if necessary. Collaborative and/ or interdisciplinary proposals are encouraged. Eligibility is limited to UCLA faculty.

Application Procedure

1. Please submit a 2-3 page proposal which includes the following:

- a description of the conference theme, its significance and the issues to be addressed
- suggested speakers and their affiliations
- format (e.g., large public conference, one-day workshop, etc.)
- intended audience (e.g., size, on or off campus, etc.)

2. Include with your proposal:

- a preliminary budget (please indicate if you intend to apply for extramural funding and identify potential sources)
- a copy of your C.V.

Deadline for submission: May 14, 1993

Proposals should be sent to the Center for the Study of Women, 276 Kinsey Hall, 150405. Applicants will be notified of the status of their proposals no later than June 18, 1993.

If you have any questions, please contact Dawn Waring at x. 65898.



UCLA CENTER FOR THE STUDY OF WOMEN

1993-94 AFFILIATED SCHOLARS PROGRAM

CALL FOR APPLICATIONS



The UCLA Center for the Study of Women invites applications to its Affiliated Scholars Program for 1993-94. The program seeks to support local scholars conducting gender-related research. Unfortunately, no stipends are available.

Affiliated Scholars will receive formal affiliation with the Center, UCLA library privileges, stationery, access to a laser printer, assistance in developing funding proposals, as well as an opportunity to participate Center activities and programs. Scholars are appointed for one year, but affiliation may be extended for up to two additional years.

Eligibility: Participation in the program is open to faculty early in their careers and to independent scholars who are conducting research on women. The program is primarily designed to support women of color and scholars with limited institutional access to research support. Participants will be selected on the basis of both proposed research and past scholarly work. UCLA Senate faculty are not eligible.

Application Process: Applications should include the following:

1. A 3-4 page letter of intent which briefly describes the proposed research project and gives the specific objectives, methodology, timetable, library or other resources required, and proposed end product.
2. Curriculum vitae which includes current organizational or institutional affiliation (if any), publications, and names of references.

**SEND FOUR (4) COPIES OF THE APPLICATION TO
THE ADDRESS BELOW BY APRIL 15, 1993**

AFFILIATED SCHOLARS PROGRAM

UCLA Center for the Study of Women
405 Hilgard Avenue, 276 Kinsey Hall
Los Angeles, California 90024-1504

Applicants may be asked to submit additional information. Final selection of scholars will be made and all applicants notified by May 15, 1993. Scholars may commence their affiliation on or after July 1, 1993. For more information call (310) 206-5898.

PLEASE POST

The Center for the Study of Women



Invites you to an



AFFILIATED SCHOLARS RECEPTION

for Affiliated Scholars and
Faculty

- ◆ Learn more about the activities of the Center
- ◆ Meet other scholars who are doing research on
women and gender

Thursday, November 5
12 - 1 p.m.

The Center for the Study of Women
288 Kinsey Hall

 A LIGHT LUNCH WILL BE PROVIDED 

To RSVP or for more information, call (310) 825-0590

APPENDIX V



FEMINIST RESEARCH SEMINAR ♦ 1992-1993

UCLA Center for the Study of Women

This interdisciplinary colloquium explores the frontiers of theory and research on women and gender. Predistributed background papers and individual presentations provide the point of departure for discussions. Membership is open to faculty, graduate students, university researchers, research affiliates, and other members of the academic community.

October 20	Diane Buckler Fine Arts/ Cal Arts	<i>The Naked Eye</i>
November 10	Patricia Greenfield Psychology	<i>The Transmission of Weaving in Three Generations of Mayan Mothers and Daughters: Cultural Psychology and Historical Change in Southern Mexico</i>
January 19	Karin Elliott Brown Social Welfare	<i>Race and Gender Bias in Theories of Interracial Relationships</i>
February 9	Dawn Upchurch Public Health	<i>Teenage Childbearing and High School Dropout: Some New Perspectives</i>
March 16	Janet Bergstrom Film	<i>Deadly is the Female: Close-ups and Reaction Shots in Film Noir</i>
May 18	Cecile Whiting Art	<i>Pop Art Domesticated</i>

Tuesdays 4:00 - 6:00 p.m.

Faculty Conference Room, Law Building 2448

Annual membership fees: \$25 for faculty and researchers; \$10 for graduate students and affiliated scholars. For more information, contact the Center for the Study of Women, 236A Kinsey Hall (310) 825-0590.

UCLA
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STUD
OF
WOMEN

405 Hilgard Avenue
236A Kinsey Hall • University of California
Los Angeles, California 90024-1504

APPENDIX VI

UCLA
CENTER
FOR THE
STUDY
OF
WOMEN

405 Hilgard Avenue
236A Kinsey Hall • University of California, Los Angeles
Los Angeles, California 90024-1504

PLEASE POST



FEMINIST THEORY

This series features well-known scholars in the area of feminist theory. Organized by Professors Janet Bergstrom, Film, and Anne K. Mellor, English.

E. ANN KAPLAN

January 21, Thursday [5 pm, Royce 314]

"Look Who's Talking Indeed! Fetal Interpellation: The Meaning of Fetal Images in Recent Visual Culture."

E. Ann Kaplan is the author of *Women and Film* and *Motherhood and Representation*. Her more recent work explores the extremely controversial realm of fetal images in popular culture. E. Ann Kaplan is a Professor of English at SUNY Stony Brook and Director of the Humanities Institute which she founded in 1987.

LINDA KAUFFMAN

February 17, Wednesday [4 pm, Law Building 2448]

"Masked Passions: Meese, Mercy, and American Psycho."

Linda Kauffman will discuss Andrea Dworkin's novel *Mercy* and Bret Easton Ellis' *American Psycho* in the context of the 1986 Meese Commission on Pornography and subsequent legislation. Linda Kauffman is author of *Discourses of Desire: Gender, Genre, and Epistolary Fictions* and is a Professor of English at the University of Maryland, College Park.

AMELIA JONES

March 10, Wednesday [5 pm, Law Building 2448]

"Postmodernism and the En-gendering of Marcel Duchamp."

Amelia Jones will present her work in progress on the "father of postmodernism," Marcel Duchamp. She takes issue with the contradictory ways in which discourses have fetishized Duchamp as a paternal origin by playing out the sexual ambivalence of the Duchampian function through a feminist interpretive framework. Amelia Jones is author of *The Politics of Difference: Artists Explore Issues of Identity* and is a Professor of Art History at UC Riverside.

JACQUELINE ROSE

April 22, Thursday [5 pm, for location please call (310) 825-0590]

"On the 'Universality' of Madness: Bessie Head's A Question of Power, the Autobiography of a Black South African Writer."

Jacqueline Rose's work explores the encounter between feminism, psychoanalysis, semiotics and film theory. She is the author of *Sexuality in the Field of Vision* and co-editor and translator of *Feminine Sexuality: Jacques Lacan and the École Freudienne*. Jacqueline Rose is a Professor of English at Queen Mary and Warfield College, London.

TRINH T. MINH-HA

May 3, Monday [Royce 314]

Topic and time to be announced. Please call (310) 825-0590 for further information.

Trinh T. Minh-ha is well-known for her provocative films that address diverse questions of gender, ethnicity and cultural difference. Some film titles include: *Surname Viet Given Name Nam* and *Shoot for the Contents*. She is author of *Framer Framed* and *When the Moon Waxes Red: Representation, Gender and Cultural Politics*. Trinh T. Minh-ha is Chancellor's Distinguished Professor in Women's Studies at UC Berkely and a Professor of Cinema at San Francisco State University.

MARY ANN DOANE

May 20, Thursday [5 pm, for location please call (310) 825-0590]

"Technology, Spectacle and the Feminine."

Mary Ann Doane is known for her work on feminism, film theory and psychoanalysis. Her publications include *The Desire to Desire: The Woman's Film of the 1940's* and *Femmes Fatales: Feminism, Film Theory, Psychoanalysis*. She also co-edited "The Spectatrix," a special issue of the journal *Camera Obscura*. Mary Ann Doane is a Professor of Modern Culture, Media and English at Brown University.

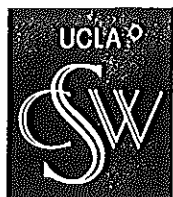
UCLA
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OF
WOMEN

405 Hilgard Avenue
276 Kinsey Hall • University of California, Los Angeles
Los Angeles, California 90024-1504

For further information on any of the events listed on this poster, including information on parking, please contact the UCLA Center for the Study of Women at (310) 825-0590.

Center for the Study of Women STAFF
Director Kathryn Norberg
Assistant to the Director Dawn Waring
Director of Operations Van Do-Nguyen
Administrative Assistant Edeliza Tumbuon
Research Assistants Moira Gill, Anna Everett, Pat Smith
Student Assistants Paul Lin, Heather Holley, Amber Crane
Design by Emily Tellez, Tellez Design Studio

This poster was published by
UCLA Center for the Study of Women
276 Kinsey Hall, 405 Hilgard Avenue
Los Angeles, California 90024-1504
Telephone (310) 825-0590
FAX (310) 206-7700



UCLA'S CENTER FOR THE STUDY OF WOMEN

FEMINIST THEORY SERIES

PRESENTS

E. ANN KAPLAN

THURSDAY, JANUARY 21

5 PM, ROYCE 314

**"Look Who's Talking Indeed! Fetal
Interpellation:
The Meaning of Fetal Images in Recent
Visual Culture."**

E. Ann Kaplan is the author of *Women and Film* and *Motherhood and Representation*. Her more recent work explores the extremely controversial realm of fetal images in popular culture. This combination of the theoretical and the political ensures an interesting lecture and discussion. E. Ann Kaplan is a Professor of English at SUNY Stony Brook and Director of the Humanities Institute which she founded in 1987.

THE PUBLIC IS WELCOME

PLEASE POST



UCLA'S CENTER FOR THE STUDY OF WOMEN

FEMINIST THEORY SERIES

PRESENTS

LINDA KAUFFMAN

WEDNESDAY, FEBRUARY 17

4 PM, LAW BUILDING 2448

"MASKED PASSIONS:
MEESE, MERCY, AND AMERICAN
PSYCHO."

Linda Kauffman will discuss Andrea Dworkin's novel Mercy and Bret Easton Ellis' American Psycho in the context of the 1986 Meese Commission on Pornography and the subsequent legislation. Linda Kauffman is author of Discourses of Desire: Gender, Genre, and Epistolary Fictions and is a Professor of English at the University of Maryland, College Park.

THE PUBLIC IS WELCOME

PLEASE POST



THE CENTER FOR THE STUDY OF WOMEN

FEMINIST THEORY SERIES

PRESENTS

AMELIA JONES

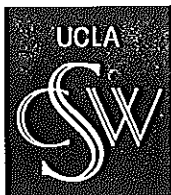
WEDNESDAY, MARCH 10

5:00 pm
LAW BUILDING 2448

"Postmodernism and the En-gendering of Marcel Duchamp"

Amelia Jones will present her work in progress on the "father of postmodernism," Marcel Duchamp. She takes issue with the contradictory ways in which discourses have fetishized Duchamp as a paternal origin by playing out the sexual ambivalence of the Duchampian function through a feminist interpretive framework. Amelia Jones is author of *The Politics of Difference: Artists Explore Issues of Identity* and is a Professor of Art History at UC Riverside.

THE PUBLIC IS WELCOME
PLEASE POST



THE CENTER FOR THE STUDY OF WOMEN

FEMINIST THEORY SERIES

PRESENTS

JACQUELINE ROSE

THURSDAY, APRIL 22

5 PM-- MELNITZ 1422

**"On the 'Universality' of Madness:
Bessie Head's *A Question of Power*,
the Autobiography of a Black
South African Writer"**

Jacqueline Rose's work explores the encounter between feminism, psychoanalysis, semiotics and film theory. She is the author of *The Haunting of Sylvia Plath* (1991), *Sexuality in the Field of Vision* (1986), and *The Case of Peter Pan, or the Impossibility of Children's Fiction* (1984) as well as the co-editor and translator of *Feminine Sexuality: Jacques Lacan and the école freudienne*. Jacqueline Rose is Professor of English at Queen Mary and Westfield College, University of London.

PLEASE POST



UCLA CENTER FOR THE STUDY OF WOMEN

FEMINIST THEORY SERIES

PRESENTS

TRINH T. MINH-HA

MONDAY, MAY 3

5:00 PM

ROYCE 314

**"OVER HERE, OVER THERE:
THE POLITICS OF
IDENTITY and DIFFERENCE"**

Trinh T. Minh-ha's films include *Shoot for the Contents* (1991) and *Surname Viet Given Name Nam* (1989). Her most recent books are: *Framer Framed: Film Scripts and Interviews* (1992), *When the Moon Waxes Red: Representation, Gender and Cultural Politics* (1991), and *Woman, Native, Other: Writing, Postcoloniality, and Feminism* (1989). Trinh T. Minh-ha was the Chancellor's Distinguished Professor in Women's Studies at UC Berkeley in 1991 and is Professor of Cinema at San Francisco State University.

PLEASE POST



THE CENTER FOR THE STUDY OF WOMEN

FEMINIST THEORY SERIES

PRESENTS

MARY ANN DOANE

THURSDAY, MAY 20

5:00 PM

2534 MELNITZ

"Technology, Spectacle and the Feminine"

Mary Ann Doane is known for her work on feminism, film theory and psychoanalysis. Her publications include *The Desire to Desire: The Woman's Film of the 1940's* and *Femmes Fatales: Feminism, Film Theory, Psychoanalysis*. Mary Ann Doane is Professor of Modern Culture and Media and English at Brown University.

THE PUBLIC IS WELCOME
PLEASE POST

APPENDIX VII

The Center for the Study of Women
and
The Gender and Politics Project
PRESENT

Brown Bag Lunches

Thursdays

12 - 1 p.m.

Bunche Hall 6275

A SERIES ON THE HISTORY OF SEXUALITY

- October 8 **RÁMON GUTIÉRREZ**, Chair, Ethnic Studies, UCSD
Author of *When Jesus Came the Corn Mothers Went
Away: Marriage, Sexuality and Power In New Mexico
1500-1846*
- November 12 **LIZ KENNEDY**, Women's Studies, Anthropology, SUNY Buffalo
Author of *Boots of Leather, Slippers of Gold*
- December 3 **ESTELLE FREEDMAN**, History, Stanford
Co-Author of *Intimate Matters: A History of Sexuality in
America*
- (NOTE: CANCELED
DUE TO ILLNESS)

For more information, call the Center at 825-0590

The Center for the Study of Women
and
The Gender and Politics Project
PRESENT

Brown Bag Lunches

Thursdays
12 - 1 p.m.
Bunche Hall 6275

A SERIES ON THE HISTORY OF SEXUALITY

November 12

LIZ KENNEDY, SUNY Buffalo

**"Boots of Leather, Slippers of Gold: The Making
of the Modern Lesbian Community"**

November 19

GAYLE RUBIN, University of Michigan

**"Sex Debates: The 1970's Origins of Modern
Sex Politics"**

(NOTE: RESCHEDULED
FOR MAY 25)

Note: The lecture by Estelle Freedman originally scheduled
for December 3 has been canceled.

For more information, call the Center at 825-0590



THE CENTER FOR THE STUDY OF WOMEN
& THE GENDER AND POLITICS PROJECT

INVITE YOU TO HEAR

GAYLE RUBIN

**"Gay Male Leather
1960-1990"**

TUESDAY, MAY 25

4-6 pm

Bunche 6275

Gayle Rubin is an anthropologist from the University of Michigan, Ann Arbor. She has written "Thinking Sex: Notes for a Radical Theory of the Politics of Sexuality" and "The Traffic in Women."

THE PUBLIC IS WELCOME

PLEASE POST



Notes

The UCLA Center for the Study of Women
Brown Bag Series

welcomes

Regents' Lecturer

Leslie Marmon Silko

~~~~~

Join us for a casual and informal  
lunch conversation

on

Thursday, Feb. 11, 1993 - 12:00 noon

Kinsey 288

~~~~~

A light lunch will be provided or bring your own.



THE CENTER FOR THE STUDY OF WOMEN

PRESENTS

BROWN BAG LUNCH SERIES

WITH

ELAINE BELL KAPLAN

**"Black Teenage Mothers
and the Issue of Family Values"**

**WEDNESDAY
FEBRUARY 24th**

12-1 pm, KINSEY 288

**Elaine Bell Kaplan is a Professor of Sociology at the
University of Southern California.**

A light lunch will be provided or bring your own.

PLEASE POST



THE CENTER FOR THE STUDY OF WOMEN

PRESENTS

BROWN BAG LUNCH SERIES

WITH

MARGARET OWEN

"Women, Law and Reproductive Health
in Eastern Europe"

WEDNESDAY
MARCH 17

12-1 pm, KINSEY 288

Margaret Owen is a Visiting Professor in the School of Public Health, a Barrister and Consultant to the World Health Organization and a Lecturer at the University of London.

A light lunch will be provided or bring your own.

PLEASE POST



THE CENTER FOR THE STUDY OF WOMEN

PRESENTS

BROWN BAG LUNCH SERIES

WITH

PAULA TREICHLER

"Women and AIDS"

THURSDAY, APRIL 8th

12-1 pm, KINSEY 288

Paula Treichler is a Professor in the School of Medicine,
University of Illinois, Champagne-Urbana.

A light lunch will be provided or bring your own.

PLEASE POST



THE CENTER FOR THE STUDY OF WOMEN

PRESENTS

BROWN BAG LUNCH SERIES

WITH

ANDREA KALAS

"Images of Women in the Gulf War"

THURSDAY, APRIL 29th

12-1 pm, KINSEY 288

Andrea Kalas is Assistant Manager of the Film and TV
Archive, Research and Study Center at UCLA.

A light lunch will be provided or bring your own.

PLEASE POST



THE CENTER FOR THE STUDY OF WOMEN

PRESENTS

BROWN BAG LUNCH SERIES

WITH

BARRIE THORNE

**"Where Are the Children
in Feminist Thought?"**

MONDAY, MAY 10th

12-1 pm, KINSEY 288

**Barrie Thorne is a Professor of Sociology at the
University of Southern California.**

A light lunch will be provided or bring your own.

PLEASE POST



THE CENTER FOR THE STUDY OF WOMEN

PRESENTS

**BROWN BAG LUNCH
SERIES**

WITH

LOIS BANNER

**"A Tale of Two Women:
An Academic Feminist and a
Muslim Fundamentalist"**

MONDAY, MAY 24th

12-1 pm, KINSEY 288

**Lois Banner is a Professor of History at the
University of Southern California**

A light lunch will be provided or bring your own.

PLEASE POST



THE CENTER FOR THE STUDY OF WOMEN

PRESENTS

BROWN BAG LUNCH SERIES

WITH

ALICE ECHOLS

**"Who Was Janis Martin?
A Feminist Analysis of Women in
Early Rock & Roll "**

THURSDAY, JUNE 3

12-1 pm, KINSEY 288

Alice Echols is a Visiting Professor of History at UC Irvine. She is author of *Daring to Be Bad: Radical Feminism in America, 1967-1975*.

A light lunch will be provided or bring your own.

PLEASE POST

APPENDIX VIII-A



THE FRIENDS OF THE UCLA CENTER FOR THE STUDY OF WOMEN

*Invite You to Meet
The Next Generation of Feminist Scholars*

ON THE CUTTING EDGE: What's New in the Field of Gender Research? Graduate Students Discuss Their Work

Thursday, October 29, 1992

*UCLA Faculty Center ♦ 11:30-2:00 p.m.
Lunch will be served at noon*

Program

- Welcome:* Bea Mandel and Laura Levy, Co-chairs, Friends of CSW
Introduction: Professor Kathryn Norberg, History, CSW Director
Speakers: Adande Washington, Anthropology, Travel Grant Recipient 1991-92
'Parachurch Organizations: Their Function as Support Networks for Women'
Debra MacComb, English, Travel Grant Recipient 1991-92
'Social and Economic Aspects of South Dakota's Divorce Trade and Their Effects on
the Fictional Representations of Women'
Elizabeth Townsend, History, Travel Grant Recipient 1991-92
'Biography of Vera Brittain'
Joan Waugh, History, Wollstonecraft Prize Winner 1991-92
'Unsentimental Reformer: Josephine Shaw Lowell and the Rise and Fall of the
Scientific Charity Movement'

*Reservations are required ♦ Space is limited ♦ RSVP to CSW at (310) 825-0590
Parking is available for \$5 in Lot #2 (Westholme Entrance)*



*Please make checks payable to the UCLA Foundation/ Friends of CSW
Mail to: Bea Mandel, 244 Woodruff Avenue, Los Angeles, CA 90024*

☐ \$20 Members ☐ \$24 Guests ☐ I am enclosing an additional \$20 to help a graduate student attend this event.

The Friends of the UCLA Center for the Study of Women was formed to support the Center through a membership program and special fundraising campaigns. The Friends facilitate communication between Center scholars and members of the community and strengthen the public profile of the Center. Board of Directors: Bea Mandel and Laura Levy, Co-chairs; Roz Loring, Vice-President of Programs; Lanie Bernhard, UCLA Council Representative; Helen S. Astin; Charlotte Georgi; S. Barbara Penny Kanner; Wendy Kohn; Georgia Mercer; Kathryn Norberg; Sallie O'Neill; Joan Palevsky; Karen Rowe; Chancellor Charles E. Young.

The Center for the Study of Women



Invites you to a

GRADUATE STUDENT RECEPTION

for Graduate Students and
Faculty

- ◆ Learn more about the Center's Travel Grant Program .
- ◆ Meet graduate students from other fields who are doing research on women and gender.
- ◆ Talk with interested faculty about your research.
- ◆ Bring any new graduate students who are interested in feminist research.

Wednesday, November 4
12 - 2 p.m.

The Center for the Study of Women
288 Kinsey Hall



A LIGHT LUNCH WILL BE PROVIDED



To RSVP or for more information, call (310) 825-0590



THE CENTER FOR THE STUDY OF WOMEN

Invites you to participate in

A WORKSHOP FOR GRADUATE
STUDENTS

**Dealing with
Academic Stress**

**Tuesday, March 2, 1993
4:00-6:00 pm
Kinsey 288**

This workshop will address issues such as:

- ✓ Getting through your qualifying exams
- ✓ Dealing with your advisor
- ✓ Overcoming dissertation writer's block

Presented by Dr. Alan Nagamoto, Student Psychological Services, Facilitator of SPS Dissertation Support Groups.

Sponsored by the Center for the Study of Women.

*There is no charge for this workshop.
Please RSVP to the Center for the Study of Women at 825-0590*



THE CENTER FOR THE STUDY OF WOMEN

ANNOUNCES

THE THIRD ANNUAL GRADUATE STUDENT RESEARCH CONFERENCE

CALL FOR PAPERS

DEADLINE FOR SUBMISSION OF ABSTRACTS

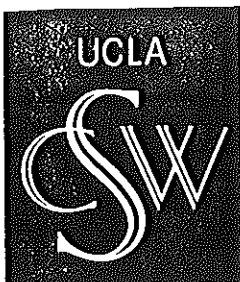
FRIDAY, MARCH 12, 1993

The Center is organizing this conference to give graduate students doing research on women and gender an opportunity to present their work-in-progress to the campus community. **The program is scheduled for Monday, May 17th**, in Royce Hall 314. There will be a featured speaker and lunch will be provided. At least three sessions of concurrent workshops will run throughout the day. To allow time for discussion, each speaker will be asked to limit her/his presentation to twenty minutes.

If you would like to present your research at this conference, **please submit a one-page abstract of your paper by March 12th** to the Graduate Programs Committee, Center for the Study of Women, 276 Kinsey Hall, 150405. Include your name, department/school affiliation, level of graduate study, faculty advisor, home address, and home/work phone numbers. A joint student/faculty committee will review the abstracts for inclusion in the conference. **You will be notified of the committee's decisions by April 2nd.**

Although we are interested in original research, it is not necessary to write a new paper especially for this conference. A seminar paper, a chapter from your master's thesis or dissertation, or a paper presented at a conference held elsewhere are equally welcome.

*For further information, please contact
Dawn Waring, Assistant to the Director
Center for the Study of Women
(310) 206-5898*



The UCLA Center for the Study of Women

*Invites You to Attend
Our Third Annual*

Graduate Student Research Conference on Women and Gender

Monday, May 17, 1993

9:30-10:00	Welcome: Kate Norberg, Director, CSW Ellen Dubois, Chair, Graduate Committee Coffee and Danish	Royce 314
10:05-11:35	Workshop Session I Shifting Images of Women in an Expanding World Ruth Barzilai-Lumbroso, Elizabeth Harris, Robin O'Brian Narratives of Women's Power Virginia Dahnke-Bedolla, Feng-ying Ming, Patricia Smith Contesting Womanhood in the Modern World Denise Nettles, Monica Russel y Rodriguez, Benita Roth	Royce 314 Kinsey 288 Haines 252
11:40-1:30	Lunch provided by the Friends of CSW Wollstonecraft Dissertation Prize Awarded	Royce 314

Dr. CAROL TAVRIS, Keynote Speaker

"Writing About Gender: Personal Reflections and Public Reactions"
Author of *The Mismeasure of Woman*, *Critical and Creative Thinking*, *Psychology and Anger: The Misunderstood Emotion*

1:35-3:05	Workshop Session II Entertaining Sex and Gender Shirley Lim, Marilyn Paguirigan, L. Monique Ward Revealing Sexual Oppression Aithne Bialo-Padin, Leah Spalding, Mieko Yoshihama Inequalities Among Working Women Hye Kyung Chang, L. S. Kim, Susan Markens	Royce 314 Kinsey 288 Haines 252
3:10-4:40	Workshop Session III Women's Bodies in the Family Context Celia Byrne, Shawn Johansen, Christine Morton Mothers and Children Karen Eastman, Cynthia Eckert, Margaret Martin Women as Subjects and Objects of World War Sung-Eun Cho, Elizabeth Townsend, Frauke von der Horst	Royce 314 Kinsey 288 Haines 252
4:45-5:15	Reception	Royce 314

Please RSVP to the Center at 825-0590.

**PLEASE POST
OPEN TO THE PUBLIC**



**The UCLA Center for the
Study of Women**

Presents

The Third Annual

**Graduate Student
Research
Conference
on
Women and Gender**

Monday, May 17, 1993

9:30 am - 5:15 pm

Royce Hall 314

PROGRAM

9:30-10:00

WELCOME

Kathryn Norberg, Director, CSW
Ellen DuBois, Chair, Graduate Committee

10:05-11:35

WORKSHOPS - SESSION I

Shifting Images of Women in an Expanding World Royce 314

Professor Nikki Keddie, History, Moderator

Ruth Barzilai-Lumbroso, "Western Images of Ottoman Women in the Eighteenth, Nineteenth and Early Twentieth Centuries"

Elizabeth Edwards Harris, "The Fair Women: Someone and Not Something"

Robin O'Brian, "'To Buy My Shoes:' Maya Women's Traditional Dress and Social Change in Southern Mexico"

Narratives of Women's Power

Kinsey 288

Professor Anne Mellor, English, Moderator

Virginia Dahnke-Bedolla, "Sigbrit and Dyveke: The Distaff Effect Upon King and Conflict"

Feng-ying Ming, "Romance, Fantastic, and National Form: The Sub-genre in Late Qing Chinese Literature"

Patricia Smith, "'Better to Burn than to Marry:' The Narratives of the Virgin Martyrs"

Contesting Womanhood in the Modern World

Haines 252

Professor Karen Sacks, Anthropology, Moderator

Kimberly Denise Nettles, "Perceptions of Race & Gender Domination: African American Women's Responses to the Anita Hill/ Clarence Thomas Event"

Monica Russel y Rodriguez, "An Exploration of Woman-Woman Relationships in Chicano Families"

Benita Roth, "The Fourth World Emerges: The Separation of the Radical Women's Movement from the New Left, 1968-1971"

3:10-4:40

WORKSHOPS - SESSION III

Women's Bodies in the Family Context

Royce 314

Professor Ellen DuBois, History, Moderator

Celia Byrne, "Breast Cancer Risk: Possible Interaction of Family History and Mammographic Features"

Shawn Johansen, "Ambivalent Fathers: Northern Middle-Class Men and Birth in Antebellum America"

Christine Morton, "Imagining the Image: The Social Relationship of Pregnancy and the Influence of Ultrasound Technology"

Mothers and Children

Kinsey 288

Professor Carole Browner, NPI, Moderator

Karen Eastman, "Parents' Cognitions and the Referability of Children's Behavioral and Emotional Problems"

Cynthia Eckert, "Bad Girls: Sexual Rebels in the 1920's"

Margaret Martin, "The Poor Single-Woman Head-of-Household: Chronic Stress and PTSD"

Women as Subjects and Objects of World War

Haines 252

Professor Valerie Matsumoto, History, Moderator

Sung-Eun Cho, "The Military Sexual Slavery by Japan During World War II"

Elizabeth Townsend, "What Did You Do in the Great War, Mommy?"

Frauke von der Horst, "Madonna, Whore and More: A Gendered Reading of Three Collages by Kurt Schwitters"

4:45-5:15

RECEPTION

Royce 314

For more information on the Center for the Study of Women, please call (310) 825-0590.

1:35-3:05 WORKSHOPS - SESSION II

Entertaining Sex and Gender Royce 314

Professor Patricia Greenfield, Psychology, Moderator

Shirley Lim, "Asian American Women and the Entertainment Industry"

Marilyn Paguirigan, "Female Hostesses in Japanese Nightclubs"

L. Monique Ward and Francine Amega, "Sex, Sin, and the Simpsons: A Content Analysis of Messages About Gender and Sexuality on the Most Popular Television Programs Among Children and Adolescents"

Revealing Sexual Oppression Kinsey 288

Professor Nancy Henley, Psychology, Moderator

Aithne Bialo-Padin, "The Muslim's Not For Burning: Mudejar-Christian *Mesalliances* in the Crown of Aragon"

Leah Spalding, "The Life Experiences Survey: Women"

Mieko Yoshihama, "Abuse of Women Precipitated by Their Husbands and Boyfriends in Japan: Preliminary Findings"

Inequalities Among Working Women Haines 252

Professor Kathryn Norberg, History, Moderator

Hye Kyung Chang, "Immigrant Women's Work in the Ethnic Economy: The Relationship Between Immigrant Women's Work and Gender Relations"

L. S. Kim, "The Spectacle of Ethnicity: The Ethnic Woman Domestic in American Television"

Susan Markens, "The Economy, the State, and Women: A Comparative Analysis of the Two Germanies, 1949-1989"

11:40-1:30 BUFFET LUNCH Royce 314

**Wollstonecraft Dissertation Prize
Awarded**

DR. CAROL TAVRIS

Keynote Speaker

**"Writing About Gender:
Personal Reflections
and
Public Reactions"**

CAROL TAVRIS is the author of *The Mismeasure of Woman, Critical and Creative Thinking, Psychology and Anger: The Misunderstood Emotion.*



THE CENTER FOR THE STUDY OF WOMEN

Invites You to Hear

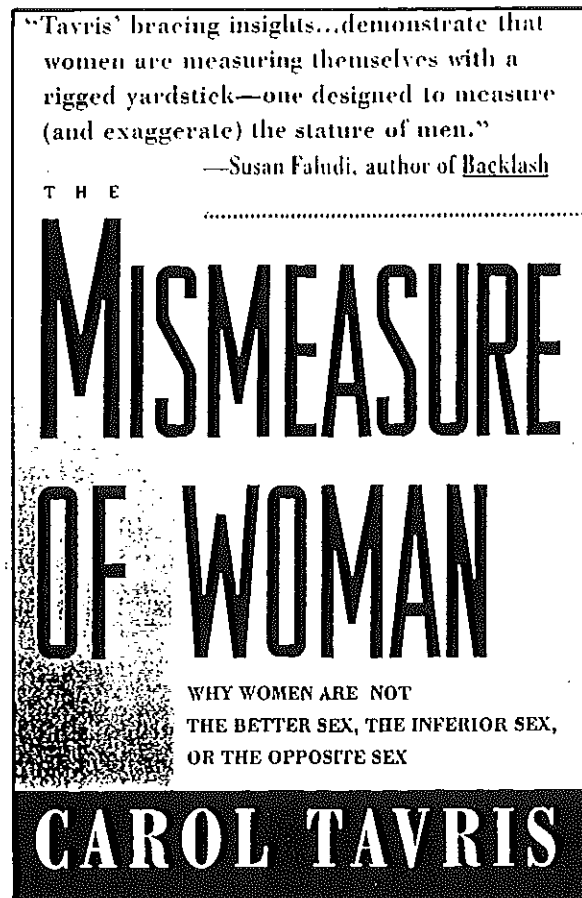
CAROL TAVRIS

**"Writing About Gender:
Personal Reflections and Public Reactions"**

Monday, May 17

Royce 314

12:45 pm



(Now in Paperback)

*This lecture is presented in conjunction with
The Third Annual Graduate Student Research Conference
For more information on the Conference, please call the Center at 825-0590.*

PLEASE POST

APPENDIX VIII-E



THE CENTER FOR THE STUDY OF WOMEN

OFFERS

TRAVEL GRANTS FOR GRADUATE STUDENTS

Generous donations from the Friends of the CSW have made possible a competitive travel grant program for UCLA graduate students doing research on women and gender. The purpose of this program is to assist students with travel expenses related to their research (at the dissertation or pre-dissertation level) and to enable them to present papers at professional conferences. In this way, the Center hopes to facilitate the academic and career aspirations of its graduate students.

Funds will be awarded in the fall and winter quarters and possibly the spring quarter. A joint student/faculty committee will review the applications and notify the recipients by the end of each quarter.

APPLICATION DEADLINES

FALL QUARTER: NOVEMBER 13, 1992

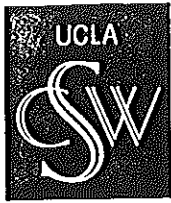
WINTER QUARTER: FEBRUARY 19, 1993

Application forms and program guidelines are available at:

**The Center for the Study of Women
236A Kinsey Hall**

The maximum amount a student may be awarded in any one year is \$400. Awards may be used only for transportation costs to and from the conference or place of research. Travel must take place within one year of receiving the award. Awards will not be made retroactively to fund travel which has occurred prior to the time of application. Students will receive the funds from CSW as a reimbursement of travel expenses upon submission of an airline ticket stub or other proof of travel costs.

**For an application or for more information about the program,
please contact Edeliza Tumbucon, CSW, x. 50590.**



CENTER FOR THE STUDY OF WOMEN

OFFERS

TRAVEL GRANTS

FOR

GRADUATE STUDENTS

Generous donations from the Friends of the CSW have made possible a competitive travel grant program for UCLA graduate students doing research on women and gender. The purpose of this program is to assist students with travel expenses related to their research (at the dissertation or pre-dissertation level) and to enable them to present papers at professional conferences. In this way, the Center hopes to facilitate the academic and career aspirations of its graduate students.

Funds will be awarded in the fall and winter quarters and possibly the spring quarter. A joint student/faculty committee will review the applications and notify the recipients by the end of each quarter.

APPLICATION DEADLINES

WINTER QUARTER: FEBRUARY 16, 1993

SPRING QUARTER: APRIL 16, 1993

Application forms and program guidelines are available at:
The Center for the Study of Women
276 Kinsey Hall

The maximum amount a student may be awarded in any one year is \$400. Awards may be used only for transportation costs to and from the conference or place of research. Travel must take place within one year of receiving the award. Awards will not be made retroactively to fund travel which has occurred prior to the time of application. Students will receive the funds from CSW as a reimbursement of travel expenses upon submission of an airline ticket stub or other proof of travel costs.

For an application or for more information about the program,
please contact Edeliza Tumbucon, CSW, x. 50590.



THE CENTER FOR THE STUDY OF WOMEN

TRAVEL GRANTS FOR GRADUATE STUDENTS

Application Guidelines and Procedures

Travel grants for UCLA graduate students doing research on women and gender are available for 1992-93. The purpose of this program is to assist students with travel expenses related to their research (at either the dissertation or pre-dissertation level) and to enable them to present papers at professional conferences. In this way, the Center hopes to facilitate the academic and career aspirations of its graduate students.

Application deadlines are noted below. A joint student/faculty committee will review the applications and notify the recipients by the end of each quarter.

Application Deadlines

Fall Quarter: November 13, 1992
Winter Quarter: February 16, 1993
Spring Quarter: April 16, 1993

The maximum amount a student may be awarded in any one year is \$400 (a student may apply more than once if the total of the separate awards does not exceed this amount). Awards may be used only for transportation costs to and from the conference or place of research. Travel must take place within one year of receiving the award. Awards will not be made retroactively to fund travel which has occurred prior to the time of application. Students will receive the funds from CSW as a reimbursement of travel expenses upon submission of an airline ticket stub or other proof of travel costs.

How To Apply:

Complete the attached **Student Application Form** and ask a faculty member familiar with you and your work to complete the attached **Faculty Evaluation Form**. Return these forms to the Center for the Study of Women, 276 Kinsey Hall, together with a **Statement of Purpose** which should be at least one page in length and include the following:

- A brief description of the research you plan to conduct or an abstract of the paper you will present.
- A discussion of the purpose of your travel proposal in relation to your broader research interests, experience, and goals.
- The significance of your conference paper or research project.
- An outline of your plan of research and/or methodology.
- A brief description of your background in women/gender studies and participation in relevant non-academic activities.

For more information about this program, please contact Edeliza Tumbucon, Center for the Study of Women, 276 Kinsey, x. 50590. We welcome your questions or comments.

Funds for this program were donated by the Friends of the Center for the Study of Women

CENTER FOR THE STUDY OF WOMEN

Travel Grant Program for Graduate Students

Student Application Form

Please type or print legibly

Name _____

Department _____ Campus Address _____

Home Address _____

Phone Number: Day _____ Evening _____

Social Security Number _____ Student I.D. No. _____

California Resident? ☐ Yes ☐ No Citizen of _____ Visa Type _____

Currently registered and enrolled? _____

Degree objective _____ Date expected _____

Subject of research or title of conference paper: _____

List other sources to which you have applied for travel funding and give their responses (or date of expected response): _____

If you have previously received a CSW travel grant, list amount(s), type(s), and date(s): _____

Name and location of conference or research site _____

Dates of travel: Departure _____ Return _____

Amount of air fare (or other transportation) _____ Amount requested _____

Checklist of Application Materials (*please submit all materials together*):

- ☐ 1. Statement of Purpose
- ☐ 2. Completed Student Application Form (this sheet)
- ☐ 3. Completed Faculty Evaluation Form

Signature of Applicant

Date

CENTER FOR THE STUDY OF WOMEN

Travel Grant Program for Graduate Students

Faculty Evaluation Form

Please type or print legibly

Student's name _____

Specialization _____

Faculty recommender's name (please print) _____

1. Please comment on the student's academic qualifications in relation to her or his travel request.

2. Please briefly evaluate the student's proposed paper or research project.

3. Please provide any additional information that might assist us in evaluating this student's application for a travel grant.

Signature of Faculty Recommender

Date

UCLA CENTER FOR THE STUDY OF WOMEN
TRAVEL GRANT PROGRAM FOR GRADUATE STUDENTS
AWARDEE INFORMATION REIMBURSEMENT FORM

Please complete this form and return it to:

UCLA Center for the Study of Women

276 Kinsey Hall

405 Hilgard Avenue

Los Angeles, CA 90024-1504

Original receipts and airline ticket coupons must be submitted with this form. Reimbursements cannot be processed without these items. If you have any questions, please call Dawn Waring at (310) 206-5898.

PLEASE PRINT CLEARLY

NAME: _____

HOME ADDRESS:
(Campus address is not acceptable)

MAILING ADDRESS:
(If different from home)

TELEPHONE: _____ (day) _____ (eve.)

UC EMPLOYEE: _____ Yes _____ No

SOCIAL SECURITY NUMBER
OR I-20 NUMBER AND VISA TYPE: _____

TRAVEL ITINERARY (Please include departure and arrival dates and times)

Place: _____

Departure: _____ date _____ time

Arrival: _____ date _____ time

FOR OFFICE USE ONLY

Amount: _____

Date of Award: _____

Account: _____

Date Processed: _____

APPENDIX VIII-F

CENTER FOR THE STUDY OF WOMEN Graduate Student Awards, 1992-93

Generous donations from the Friends of the Center for the Study of Women made possible the following awards to UCLA graduate students doing research on women and gender.

MARY WOLLSTONECRAFT DISSERTATION PRIZE (\$1,000)

Jane Sugarman (Music/Ethnomusicology)

"Engendering Song: Singing and the Social Order at Prespa Albanian Weddings"

RESEARCH/CONFERENCE TRAVEL GRANT AWARDS

A total of \$5,808 was awarded to twenty-four students representing nine different departments. The maximum award per student was \$400.

Tanya Marie Akel (GSAUP)

"Planning with Palestinian Women in the Occupied Territories"

Ruth Barzilai-Lumbroso (History)

"Public Roles of Imperial Women in the Ottoman Empire During the Sixteenth and Seventeenth Centuries"

Janette Bramlett (Anthropology)

"The Women Left Behind: Household Transformation as an Aspect of Male Outmigration"

Kate Cannon (History)

"Inventing the Homefront: Propaganda, Gender Ideology, and the Politics of Nostalgia"

Catherine Cohan (Psychology)

"Stressful Life Events and Marital Satisfaction"

Kelley Conway (Film and Television)

"French Women Performers from the Belle Epoque to 1940"

Kelly Dennis (Art History)

"Orientalist/Ethnographic Nude Photos at Kinsey Institute"

Anatasia Easterday (Art History)

"The Roles of Women in Nineteenth Century Parisian Sculptural Production"

Kesha Danielle Fikes (Anthropology)

"Single Women in Refuge: A Case Study Analyzing The Lives of Six Mbundu Angolan Women Residing in Portugal"

Eva Fodor (Sociology)

"Women in Politics in Hungary"

Elizabeth Frost (English)

"Women and the Avant-Garde in American Poetry"

Susan Gonda (History)

"Rape and its Meanings in Massachusetts, 1800-1900"

L. S. Kim (Film and Television)

"Race and Gender in the American Domestic Servant: An Economy of Representation"

Rachel Lee (English)

"To Claim America: Maxine Hong Kingston's *China Men* and the Rhetoric of Domination"

Sarah McNamer (English)

"Compassion and the Feminization of Feeling in Late Medieval English Literature"

Patricia Moore (History)

"Scientific Promotion Systems Among Women Botanists in California"

Laura Ramos (Public Health)

"The Latinas and AIDS Research Project: Exploring the Differences in AIDS Sexual Knowledge, Beliefs and Behaviors for Mexican American and White Women of Different Sexual Orientations and Sexual Behavior Groups in Los Angeles County, 1987-1992"

Robin MacRae Root (Anthropology)

"Cultural Constructions of Risk, Health, and HIV Among Prostitutes in Penang, Malaysia"

Benita Roth (Sociology)

"The Fourth World Emerges: The Separation of the Radical Women's Movement from the New Left, 1968-1971"

Sonita Sarker (English)

"Exile, Dissidence and Desire in Katherine Mansfield's Journals and Letters"

Aimee Schut (Public Health)

"Maternal Responses to Perinatal Loss Among Women in the West Bank"

Yuki Terazawa (History)

"The Body and Reproductive Technology in Eighteenth Century Japan"

Paula Vincent (Psychology)

"Applying the Theory of Reasoned Action to Women's Career Behavior"

Mayumi Yamamoto (Anthropology)

"Exploration of Japanese Discourses on Nation, Gender, Race and their Relationship to the Military 'Drafting' of Women of Different Races in East and Southeast Asia as 'Comfort Women' during WWII, and their Resistance to this 'Culture of Terror'"

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405 Hilgard Avenue
236A Kinsey Hall • University of California
Los Angeles, California 90024-1504

APPENDIX X-A

UCLA
CENTER
FOR THE
STUDY
OF
WOMEN

405 Hilgard Avenue
236A Kinsey Hall • University of California, Los Angeles
Los Angeles, California 90024-1504

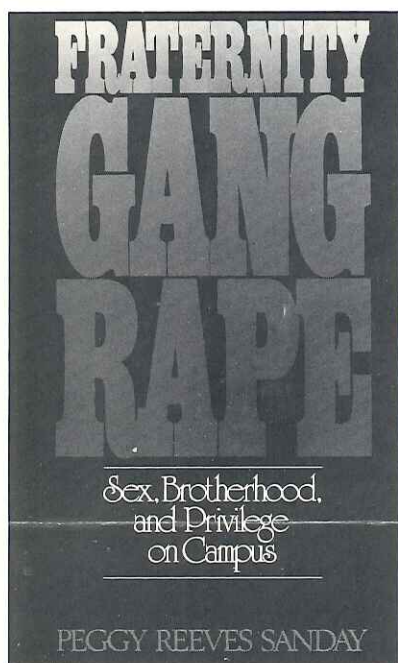
PLEASE POST

CELEBRATE MARCH

WOMEN'S HISTORY MONTH AT UCLA

UCLA
CENTER
FOR THE
STUDY
OF
WOMEN

Center for the Study of Women • Director Kathryn Norberg
For information please call: (310) 825-0590



Top: Gloria Anzaldúa
Center: "Fraternity Gang Rape" by
Peggy Reeves Sanday
Bottom: Mary Daly

1

Public Reception Celebrating Women's History Month at the CSW

Kinsey 288 from 4:00 – 6:00 pm ▲ Reception to honor new faculty, graduate students, and Women's Studies majors. Refreshments will be served. Celebrate women at UCLA. All UCLA students, faculty, staff are invited. Sponsored by the Center for the Study of Women.

"Meet Jane Doe: A Festival of Films by New Women Directors"

Melnitz Theater at 7:00 pm and 9:00 pm ▲ Organized by women MFA students, School of Theater, Film and TV. Repeated on March 8th.

2

Graduate Student Forum "Dealing with Academic Stress"

Kinsey 288 from 4:00 – 6:00 pm ▲ "Dealing with Academic Stress: Getting Through Your Qualifying Exams, Dealing with Your Advisor and Overcoming Dissertation Writer's Block." Dr. Alan Nagamoto, Student Psychological Services, Facilitator of SPS Dissertation Support Groups. Sponsored by the Center for the Study of Women.

3

"With Equal Pride: Gay & Lesbian History, Studies & Community"

Department of Special Collections A1713 University Research Library at 6:30 pm ▲ Readings by Eloise Klein Healy, Pamela Gray and Dan Luckenbill. Sponsored by UCLA Library Diversity Committee and Office of Community and Governmental Relations.

"Moving Ahead: A Forum for Women of Color"

Dodd 2 from 12:00 – 2:00 pm ▲ The forum will focus on racism and sexism. Facilitated by Jeanne Stanford and Nan Senzaki. Sponsored by the Women's Resource Center and Student Psychological Services.

4

Louise Tilly "Comparative Perspectives on the Pervasiveness of the Gendered Division of Labor"

Bunche 9383 from 4:00 – 6:00 pm ▲ Louise Tilly is a Professor of History and Sociology at the New School for Social Research in N.Y.

Gloria Anzaldúa – A Poetry Reading

Dickson 2160e at 7:30 pm ▲ Gloria Anzaldúa is a Chicana lesbian-feminist poet, writer and theorist. She has co-edited several books including: *This Bridge Called My Back* and *Making Face/Making Soul*. Her collection of poems and essays *Borderlands/La Frontera* won the Before Columbus Foundation American Book Award. Sponsored by the Center for the Study of Women, the Women's Studies Program and the Chancellor's Advisory Committee on the Gay and Lesbian Community at UCLA.

8

Peggy Reeves Sanday "The St. John's University Rape Case and Trial"

[Law Building 1347] 12:00–1:00 pm ▲ Peggy Reeves Sanday is a Professor of Anthropology at the University of Pennsylvania.

Peggy Reeves Sanday "No Really Means No: Campus Date Rape"

Royce 314 from 4:00 – 6:00 pm ▲ Peggy Reeves Sanday is author of *Beyond the Second Sex*, *Female Power and Male Dominance* and *Fraternity Gang Rape*. She calls for a new vision of sexuality that rejects coercion and instead promotes compassion, intimacy and equality. Sponsored by the Center for the Study of Women, Offices of Community and Governmental Relations, Academic Development, Student Affairs and the Association of Academic Women.

9

Mary Daly "An Invitation to Outercourse"

Haines 39 at 7:30 pm ▲ Mary Daly is a Nag-Gnostic philosopher and author of six Radical Feminist books including *The Church and the Second Sex*, *Beyond God the Father*, *Webster's First New Intergalactic Wickedary of the English Language* and her new book *Outercourse*. She disturbs the peace by lecturing irregularly in the United States and Europe and by teaching Feminist Ethics at Boston College.

10

Amelia Jones "Postmodernism and the En-gendering of Marcel Duchamp"

Law Building 2448 at 5:00 pm ▲ Amelia Jones is author of *The Politics of Difference* and a Professor of Art History at UC Riverside. Sponsored by the Center for the Study of Women. Organized by Professors Janet Bergstrom, Film and Anne K. Mellor, English.

11

"Strike A Pose! The Link Between Media Images and Sexual Assault"

Dodd 2 from 12:00 – 1:00 pm ▲ Sponsored by the Women's Resource Center.

16

Janet Bergstrom "The Mystery of The Blue Gardenia"

Law Building 2448 from 4:00 – 6:00 pm ▲ Janet Bergstrom is co-founder and co-editor of *Camera Obscura* and a Professor of Critical Studies in the School of Theater, Film and TV at UCLA.

18

Susan Okin "Gender, Sexual Orientation and Families"

Law Building 2448 from 4:00 – 6:00 pm ▲ Susan Okin is author of *Justice, Gender and the Family* and *Women in Western Political Thought*. She is a Professor of Political Science at Stanford University.



THE CENTER FOR THE STUDY OF WOMEN

Invites You to

“The Politics of Breast Cancer”

with

DR. SUSAN LOVE, M.D.

- ☐ Associate Professor of Surgery at UCLA's School of Medicine
- ☐ Director of UCLA's New Breast Center
- ☐ Nationally Known Breast Surgeon
- ☐ One of the Founders of the National Breast Cancer Coalition
- ☐ Author of *Dr. Susan Love's Breast Book*

DATE: MONDAY, NOVEMBER 30

TIME: 4:00-6:00 P.M.

PLACE: ROYCE HALL 314

For further information, please call the Center at x. 50590.



UCLA'S CENTER FOR THE STUDY OF WOMEN

IN COMMEMORATION OF

**THE 20TH ANNIVERSARY
OF ROE V. WADE**

PRESENTS

SIMON HELLER

FRIDAY, JANUARY 22

12 NOON, KINSEY 288

**"The Continuing Threat
to the
Right to Choose Abortion."**

Simon Heller is a graduate of Yale Law School and a Senior Attorney at the Center for Reproductive Law and Policy in New York City. He represented Leona Benton in her effort to recover RU-486 that was seized by customs officials and was co-counsel in the Guam abortion case where the Supreme Court refused to review a total ban on abortion. Simon Heller will discuss various current legal threats to abortion rights in this country. Please bring your lunch!

**PUBLIC WELCOME
PLEASE POST**



UCLA'S CENTER FOR THE STUDY OF WOMEN

INVITES YOU TO HEAR

NINA AUERBACH

**TUESDAY
FEBRUARY 16**

4 PM, KINSEY 288

**"ECTOPLASM AND
EVIL:
WOMEN'S GHOSTS."**

Nina Auerbach is the author of Women and the Demon, Communities of Women and Ellen Terry, Player in Her Time. She is a Professor of English at the University of Pennsylvania and currently a Visiting Professor of English at UCLA.

THE PUBLIC IS WELCOME

PLEASE POST



THE CENTER FOR THE STUDY OF WOMEN

INVITES YOU TO HEAR

SUSAN OKIN

**THURSDAY
MARCH 18**

**4:00-6:00 pm
LAW BUILDING 2448**

**"GENDER,
SEXUAL ORIENTATION
AND FAMILIES"**

Susan Okin is author of *Justice, Gender and the Family* and *Women in Western Political Thought*. She is a Professor of Political Science at Stanford University.

THE PUBLIC IS WELCOME

PLEASE POST

APPENDIX IX-C

CENTER FOR THE STUDY OF WOMEN LIST OF CO-SPONSORED EVENTS 1992-1993

DATE	EVENT	CO-SPONSOR(S)
November 30, 1992	KAREN MCCARTHY "Paying Attention to Women"	Folklore and Mythology Center, Fowler Museum of Cultural History, World Arts and Culture Program, Afro-American Studies Center, Latin American Studies Center, Graduate Division, Graduate Programs
December 8, 1992	FRANCES CONLEY "Stereotypes and Traditional Thinking: Impediments to Change"	Women's Studies Program
February 10, 1993	LESLIE MARMON SILKO "Earth, Survival and Women"	Women's Studies Program, American Indian Studies Center, American Studies Program
February 16, 1993	DEBORAH KAUFMAN "Whose Identity, Whose Politics? Newly Orthodox Jewish Women"	Women's Studies Program, Committee on Jewish Studies, University Hillel
February 17, 1993	VALERIE SOE "Food, TV and the Creation of Culture"	Women's Studies Program, Asian American Studies Center
March 4, 1993	LOUISE TILLY "Comparative Perspectives on the Pervasiveness of the Gendered Division of Labor"	Department of History, Women's Studies Program

March 4, 1993	GLORIA ANZALDUA "A Poetry Reading"	Chancellor's Office/Academic Development, Women's Studies Program, Women's Resource Center, Chancellor's Advisory Committee on the Gay and Lesbian Community at UCLA, Chicano Studies Center
March 8, 1993	PEGGY REEVES SANDAY "No Really Means No: Campus Date Rape"	Office of Community and Governmental Relations, Chancellor's Office/Academic Development, Office of Student Affairs, Association of Academic Women, Women's Resource Center
March 9, 1993	MARY DALY "Outercourse: The Be-Dazzling Voyage"	Chancellor's Office/Academic Development, Chancellor's Advisory Committee on the Gay and Lesbian Community at UCLA
April 8-10, 1993	CONFERENCE--LOCATED KNOWLEDGES: Intersections Between Cultural, Gender, and Science Studies	UC Humanities Research Institute, UCLA Center for 17th- and 18th- Century Studies, UCLA William Andrews Clark Memorial Library, UCLA Center for the Cultural Studies of Science and Technology, UCLA Critical Studies and the Human Sciences Center, UC Center for German and European Studies

April 14, 1993	CAROL HOGUE "Orphaned Women's Health Issues"	School of Public Health-Department of Community Health Sciences, Women's Resource Center
April 23, 1993	RUTH KLUGER "weiter leben"-Eine Jugend	Department of Germanic Languages, Jewish Studies Program
May 6, 1993	RIGOBERTA MENCHU	PIRLA-UCLA, Community Awareness Project, Raza Artistas del Pueblo, Latin American Student Alliance, MEChA- UCLA, Raza Graduates, American Indian Student Association, SOLES- UCLA, Latin American Center, Chicano Studies Program, Women's Studies Program, Concerned Faculty, Campus Events, Cultural Affairs
May 12, 1993	DIMITRINA GOTZEVA, VICTORIA LEJKO- LACAN, GEORGIANA FARNOAGA "Changing Gender Roles in Eastern Europe"	Women's Studies Program, Fulbright Visiting Scholar Program, Slavic Language Department, Center for Russian and East European Studies

May 20, 1993	CONFERENCE--REAL TO REEL: The Media's Response to Women with AIDS"	GLAAD/LA, Women at Risk, Being Alive, Viewers for Quality TV, T.H.E. Clinic for Women, Hollywood Helps/Aid for AIDS, Act-Up LA Women's Caucus, A Day of Compassion, Search Alliance, Women for Women, Women in Theater, Prototypes W.A.R.N., Shanti Foundation
May 24, 1993	SYMPOSIUM--360 DEGREES OF AFRICAN AMERICAN EXPERIENCES: Films by UCLA African American Filmmakers	UCLA African American Filmmakers Association, School of Theater, Film and TV, Graduate Students Association, Chancellor's Office/Academic Development, Fine Arts Council/MOS, USAC/African Student Union

KAREN MCCARTHY BROWN

Professor of the Anthropology of Religion
Graduate and Theological Schools of Drew University
and author of

Mama Lola: A Vodou Priestess in Brooklyn
(University of California Press, 1991)

will give a public lecture:

PAYING ATTENTION TO WOMEN
A Case Study in Haitian Vodou



Monday, November 30, 6-8 PM

KCSM 2843

Registration to follow

Cosponsors:

Folklore and Mythology Center • Fowler Museum of Cultural History
Center for the Study of Women • World Arts and Culture Program
Afric American Studies Center • Latin American Studies Center
Graduate Division, Graduate Programs

**UCLA Women's Studies Program and
Center for the Study of Women**

present

Frances Conley, M.D.

**Professor of Neurosurgery, Stanford School of Medicine
Chief of Neurosurgery, Palo Alto Medical Center**

speaking on

**Stereotypes and Traditional Thinking:
Impediments to Change**

**Dr. Conley is one of the first Board-certified neurosurgeons in the world.
She received acclaim for her successful challenge to
sexual harassment at the
Stanford School of Medicine**

**Tuesday, Dec. 8, 4:30pm
Sierra Room, Faculty Center**

**For information, call 68101
PLEASE POST**

UCLA Regents' Lecturer

LESLIE MARMON SILKO

***Author of Ceremony, Laguna Woman, and
most recently, Almanac of the Dead***

speaking on

EARTH SURVIVAL AND WOMEN

Wednesday, February 10, 1993

4:00pm -- Royce 314

***The University Bookstore will have books for sale and will have an in-store booksigning on
Thursday, Feb. 11 at 3:00pm.***

Co-sponsored by:

***Women's Studies Program, American Indian Studies Center, Center for the Study of Women, American
Studies Program. For information, call 206-8101***

Whose Identity, Whose Politics? Newly Orthodox Jewish Women

Each community, fundamentalist or feminist, constructs its own gender discourse and pronounces it the base of an "authentic" self. This lecture addresses some of the troubling issues involved in the social construction of one's identity politics, be it fundamentalist or feminist. Using data from her book Rachel's Daughters (1991), Kaufman explores ways in which many religious Right women reconstruct their feminist and fundamentalist identities in what some have called a postfeminist, postindustrial and postmodern context.

Guest Lecture by

Deborah Kaufman

Dept. of Sociology & Anthropology
Northeastern University

Tuesday, Feb. 16, 1993 -- 4:00pm

Royce 314

Co-sponsored by

Women's Studies Program, Committee on Jewish Studies,
Center for the Study of Women and University Hillel

For information, call 206-8101

K O D

F I L M

FOOD, TV AND THE CREATION OF CULTURE: Video Work by VALERIE SOE

Valerie Soe, experimental videomaker, will discuss her work in the context of community, identity and cultural values, as seen through the filter of popular media, racial politics and cuisine. She will show excerpts from her single- and multi-channel video work and look at the role of art in creating and maintaining a cultural heritage and identity.

Wednesday, February 17, 1993

4:00pm - Haines 329

Co-sponsored by:

Women's Studies Program, Center for the Study of Women, Asian
American Studies Center. For information, call 206-8101

3

2A

2

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1



THE CENTER FOR THE STUDY OF WOMEN

INVITES YOU TO HEAR

PEGGY SANDAY

MONDAY, MARCH 8

**4:00 pm
ROYCE 314**

**"NO REALLY MEANS NO:
CAMPUS DATE RAPE"**

Peggy Reeves Sanday is author of *Beyond the Second Sex*, *Female Power and Male Dominance* and *Fraternity Gang Rape*. Her book in progress explores the St. John's University rape case and trial. She calls for a new vision of sexuality that rejects coercion and instead promotes compassion, intimacy and equality. Peggy Reeves Sanday is a Professor of Anthropology at the University of Pennsylvania.

SPONSORED BY:

*The Center for the Study of Women
The Office of Community and Governmental Relations
The Office of Academic Development
The Office of Student Affairs
The Association of Academic Women*

**THE PUBLIC IS WELCOME
PLEASE POST**



THE CENTER FOR THE STUDY OF WOMEN

INVITES YOU TO HEAR

MARY DALY

TUESDAY, MARCH 9

7:30 pm
Haines 39

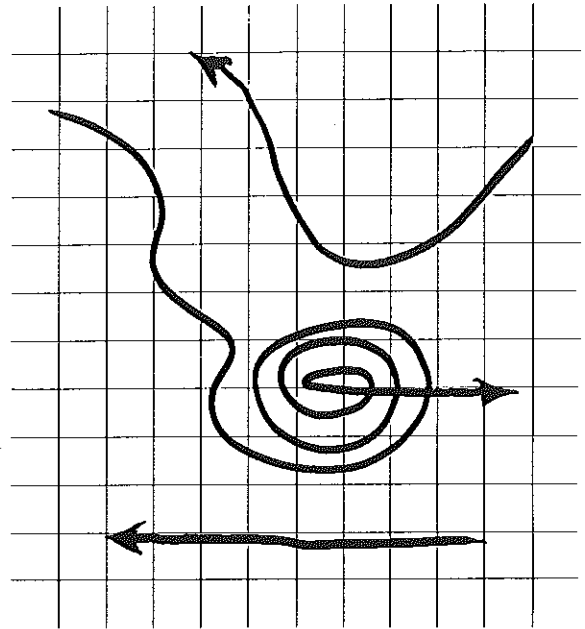
Radical feminist philosopher Mary Daly will speak and read from her new book *Outercourse: The Be-Dazzling Voyage*. *Outercourse* is an imaginative intertwining of autobiography and visionary philosophy--a chronicle of Momentous Moments in Mary Daly's A-mazing Voyage through life.

Daly is the author of six Radical Feminist books including: *The Church and the Second Sex*, *Beyond God the Father*, *Gyn/Ecology*, *Pure Lust*, and *Websters' First New Intergalactic Wickedary of the English Language* (Conjured in Cahoots with Jane Caputi). She disturbs the peace by lecturing Irregularly to audiences around the United States and Europe and by teaching Feminist Ethics at Boston College

Co-sponsored by the Chancellor's Advisory Committee on the Gay and Lesbian Community at UCLA.

BOOKS WILL BE AVAILABLE FOR PURCHASE
THE EVENT IS FREE ■ PARKING IS \$5
PLEASE POST

LOCATED KNOWLEDGES



Intersections between Cultural, Gender, and Science Studies

April 8-10, 1993
Faculty Center, UCLA

Sponsored by
UC Humanities Research Institute
UCLA Center for 17th- & 18th-Century Studies
UCLA William Andrews Clark Memorial Library
UCLA Center for the Cultural Studies of Science & Technology
UCLA Center for the Study of Women
UCLA Critical Studies & the Human Sciences Center
UC Center for German & European Studies

UCLA Center for 17th- & 18th-Century Studies
405 Hilgard Avenue
Los Angeles, California 90024-1404

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UCLA



LOCATED KNOWLEDGES
Intersections between Cultural, Gender, & Science Studies

Department of Community Health Sciences
and the Women's Research Center
present
A Special Lunchtime Lecture

*Orphaned Women's
Health Issues*

Dr. Carol Hogue
Centers for Disease Control
Atlanta, GA

Wednesday, April 14, 1993
12:00-1:00 p.m.
Room 41-268 CHS

UCLA

Ruth Kluger

reading from her work

"weiter leben" - Eine Jugend

**Friday, April 23, 1993 at 2:00 pm
302 Royce Hall**

Professor Kluger, one of the most distinguished scholars in German Studies today, has just published her autobiography. Her book, which describes her childhood in Vienna in the 1930s, her experiences in Auschwitz and other camps, and her existence as a survivor, is a literary sensation in Germany. It has been singled out for special recognition by German book critics, and has received highly favorable reviews in most major newspapers and on German television. In March Professor Kluger was awarded the Rauris Prize for literature. She will read in English and in German. A discussion follows in English.

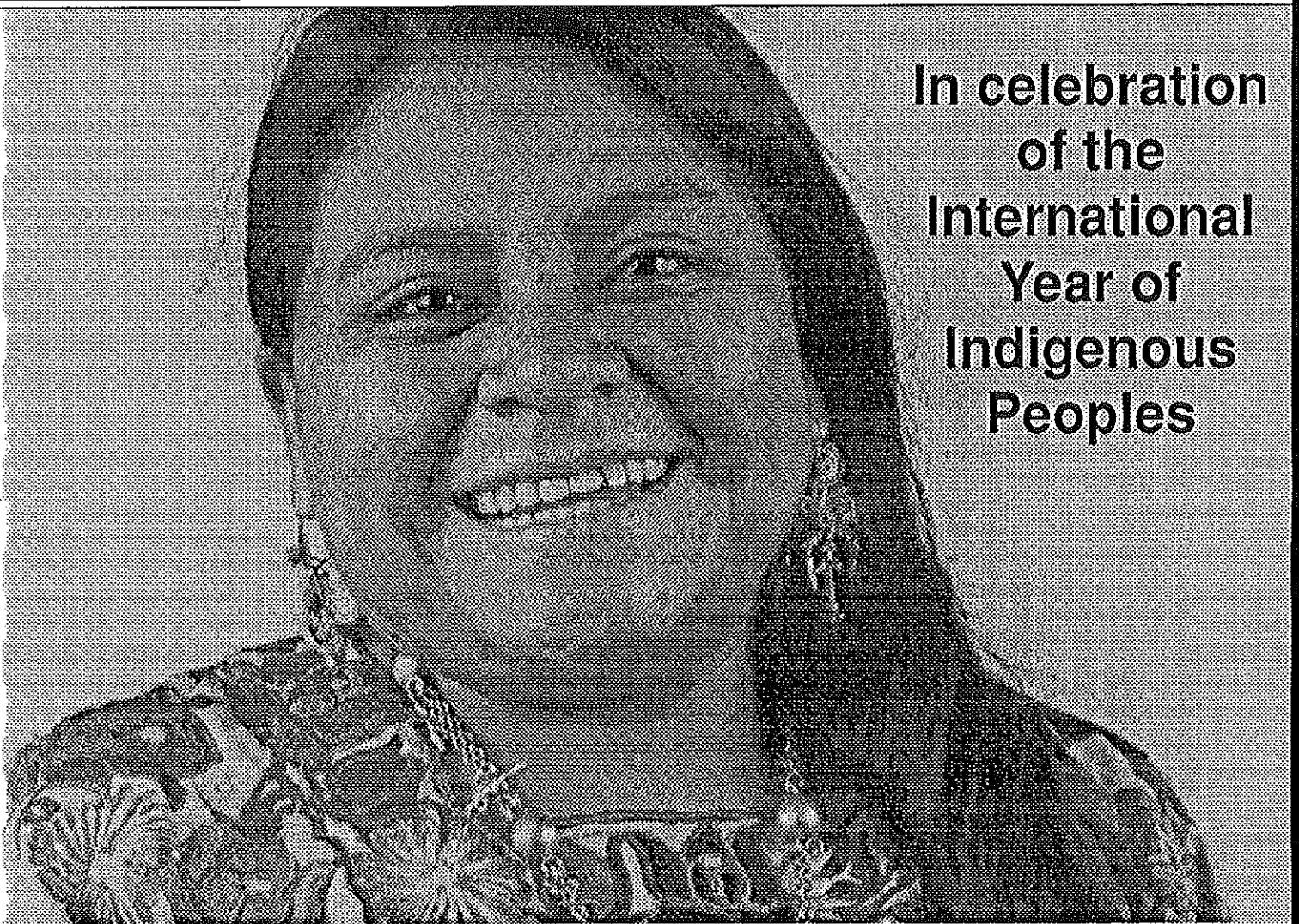
Co-sponsored by:

*Department of Germanic Languages
Jewish Studies Program
Center for the Study of Women*

Refreshments will be served

No Admission Charge

El Proyecto de Inmigrantes y Refugiados Latinoamericanos (PIRLA-UCLA),
Community Awareness Project, Raza Artistas del Pueblo, Latin American Student Alliance, MEChA-UCLA, Raza
Graduates, American Indian Student Association (AISA-UCLA), SOLES-UCLA, Latin American Center, Chicano Studies
Program, Women's Studies Center and Program, Concerned Faculty, Campus Events, Cultural Affairs and others along with
The Vicente Menchú Foundation present:



In celebration
of the
International
Year of
Indigenous
Peoples

Rigoberta Menchú

• 1992 Nobel Peace Prize Recipient •

Thurs, May 6, 1993
UCLA Royce Hall 3:00pm

• Free admission

• Students & Staff must obtain tickets at Central Ticket Office after April 28.

Funded by the CPC, USAC-BOD, GSA, COP, USAC President's Office, Academic Affairs Mini-Grant and others.

*The Women's Studies Program & The Center for the Study of Women
Fulbright Visiting Scholar Program
The Slavic Languages Department
The Center for Russian and East European Studies*

Present

CHANGING GENDER ROLES IN EASTERN EUROPE

With

Dimitrina Gotzeva, Ph.D. (Bulgaria)
Victoria Lejko-Lacan, M.A.
(former republic of Yugoslavia)
Georgiana Farnoaga, Ph.D. (Romania)

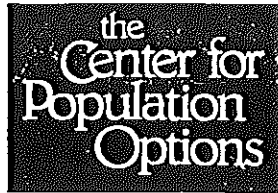
WEDNESDAY, MAY 12

Kinsey 288

4:00 pm

The panel will describe traditional gender roles in the countries of Eastern Europe, and will point out the changes brought about first by communism and then by the emergence of post-communist societies.

**THE PUBLIC IS WELCOME
PLEASE POST**



invite you to a panel discussion:

"Real to Reel: The Media's Response to Women With AIDS"
Thursday, May 20, 1993

3:00 - 3:30pm Reception 3:30 - 5:30pm Panel Discussion
UCLA James West Alumni Center, Conference Room

The rate of HIV infection is rising faster among women than men, yet many women do not know they are at risk. What can the media do to reach these women and to portray them effectively? The panel consists of women with HIV and women in the entertainment industry who have tackled this topic with honesty and sensitivity.

- Yvonne Bryson, M.D., UCLA School of Medicine Professor - a medical expert in the field of HIV early diagnosis and prenatal care.
- Jenny Cook, a Latina mother living with HIV who is active with Being Alive.
- Leanza Cornett, Miss America 1993, whose "AIDS Affects All" national platform promotes AIDS awareness among women and adolescents.
- Ellen Dolan, Soap Opera Award winner and Emmy Award nominee for her portrayal of "Margo Hughes" on As The World Turns (CBS).
- Kay Lenz, Emmy Award winner for her portrayal of a women infected with AIDS on Midnight Caller (NBC).
- Deborah Joy LeVine, writer of Something to Live For: The Alison Gertz Story (ABC), the true story of a young woman with AIDS.
- Linda Luschei, founder of Women at Risk, a non-profit organization for HIV-positive women offering programs of support and education.
- Rebecca Street, portrayed "Jessica Blair", a mother with AIDS, on The Young and the Restless (CBS), and Board member of the Shanti Foundation.

Participating Organizations:

GLAAD/LA
Women at Risk
Being Alive (Women's Advisory Board)
Viewers for Quality Television
T.H.E. Clinic for Women
Hollywood Helps/Aid for AIDS
Act-UP LA Women's Caucus

A Day of Compassion
Search Alliance
Women for Women
Women in Theatre
Prototypes W.A.R.N.
Shanti Foundation
Center for the Study of Women

Free & open to all, but space is limited!
For reservations, please call Center for Population Options at (310) 559-5700.
Parking available for \$5.00.

(See reverse side for specific directions)

THE UCLA AFRICAN AMERICAN FILMMAKERS' ASSOCIATION (UAAFA) PRESENTS

**360 DEGREES
OF AFRICAN AMERICAN EXPERIENCES**
FILMS BY UCLA AFRICAN AMERICAN FILMMAKERS



MAY 24, 1993

7:30 PM — 10:00 PM

UCLA MELNITZ AUDITORIUM

HE'S MY ONLY LOVE, by Marie Heywood. This music video reinterprets a love ballad. (3 min.)

S.A.M.S.: Sending Minorities to Grad School, by Anna Everett. This documentary film follows six minority students as they prepare for graduate school. (30 min.)

THE EXTRAS, by Brandi Ransom McDougall. A woman weary of her domestic life faces adversity to live out her life long dream of becoming an actress. (9 min.)

THINGS FALL APART, by Joachim "Jack" Agamba. An alienated African man befriends a young, fatherless boy. This friendship serves as a substitute family. (10 min.)

MEN, MYTHS AND DOGS, by VernAnthony Pringle. A black youth is confronted with his perception of the way men treat women. (15 min.)

STITCHES, by Gina Prince. A black female comedienne uses comedy to deal with the pain of a dysfunctional childhood. (36 min.)

BEYOND THE AGENDA, by Laini Dakar. A 6 year-old gifted black boy encounters his first experience with racism at the hands of his teacher. (14 min.)

HOW IT IS, by Karen Hayes. A male teenager tries coping with the challenges of defining his identity and working out family relationships through his involvement in a gang. (12 min.)

FATHER, MAY I, by Kimberly M. Mitchell. A bride-to-be struggles with her feelings toward her estranged father when he attempts to come back into her life after fifteen years. (11 min.)

A HALF CENTURY OF FRIENDSHIP, by Terry Jones. Four men in their 70's managed to sustain over a half century of friendship. (10 min.)

**THE "YEAR-OF-THE-WOMAN" IS EVIDENT, AS 8 OF THE 10 FILMMAKERS
IN THIS YEAR'S FESTIVAL ARE AFRICAN AMERICAN WOMEN.**

PARKING IS \$5 IN CAMPUS PARKING LOT #3; ENTER AT WYTON AND HILGARD AVENUES

This festival is presented by UCLA AFRICAN AMERICAN FILMMAKERS ASSOCIATION (UAAFA) and Cosponsored by: The School of Theater, Film and Television; The Graduate Students Association; Associate Vice Chancellor of The Academic Development Office; The Fine Arts Council/MOS; USAC/African Student Union; The Mini Grant Fund; and The UCLA Center for the Study of Women.



LESBIAN AND GAY ISSUES



Speakers on Topics of Sexuality, Community, and Lesbian and Gay Studies

FALL 1992 PRESENTATIONS

- | | |
|-------------|---|
| October 6 | Stonewall Democratic Club
12:00 • The Faculty Center, Hacienda Room |
| October 6 | USAC Forum on Hate Crimes
5:00 p.m. • Ackerman Union, Second Floor Lounge |
| October 8 | Rámon Gutiérrez , Chair, Ethnic Studies, UCSD
12:00 • Bunche Hall 6275 • <i>History of Sexuality Series</i> |
| October 28 | Log Cabin Republicans
12:00 • The Faculty Center, Playa Room |
| October 29 | Paul Monette , Author, <i>Borrowed Time & On Becoming a Man</i>
3:00 p.m. • Law Building 2448
<i>A Reading with Questions and Answers Following</i> |
| October 29 | Choices for the November Election
7:00 p.m. • The Faculty Center, Playa Room
<i>A Panel Discussion</i> |
| November 10 | Simone Wallace , Co-Owner, Sisterhood Feminist Bookstore
12:00 • The Faculty Center, Sierra Room |
| November 12 | Liz Kennedy , Women's Studies, Anthropology, SUNY Buffalo
12:00 • Bunche Hall 6275 • <i>History of Sexuality Series</i> |
| December 2 | Troy Perry , Founder, Metropolitan Community Church
12:00 • The Faculty Center, Playa Room |
| December 2 | Gilbert Herdt , Anthropology, University of Chicago
3:00 p.m. • Haines Hall 352
<i>The Rites of Coming Out: Gay and Lesbian Youth in Chicago</i>
<i>Forge a New Way Out of the Closet</i> |
| December 3 | Estelle Freedman , History, Stanford
12:00 • Bunche Hall 6275 • <i>History of Sexuality Series</i> |

PRESENTED BY:

•The Chancellor's Advisory Committee on the Gay & Lesbian Community at UCLA
 •Center for the Study of Women •Gender & Politics Project •Student Committee on Lesbian & Gay Studies
 •Women's Studies Program •UCLA Lesbian & Gay Faculty/Staff NETWORK •Lambda Alumni •USAC

▲ LESBIAN AND GAY ISSUES ▼

Speakers on Topics of Activism, Community, and Lesbian and Gay Studies

WINTER/SPRING 1993 PRESENTATIONS

- January 15- March 31 **Exhibit at University Research Library**
With Equal Pride: Gay & Lesbian Studies at UCLA
- January 27 **ACT- UP Los Angeles--Issues and Strategies**
12-1 pm • The Faculty Center, Sierra Room
- February 10 **Morris Kight**, Founder, L.A. Gay & Lesbian Services Center
12-1 pm • The Faculty Center, Pines Room
- February 18 **Paul Monette**, Author, *Becoming a Man* (National Book Award)
3 pm • Law Building 2448 (RESCHEDULED FROM OCT 29)
- March 3 **Eloise Klein Healy**, Poet; **Dan Luckenbill**, Library
6:30 pm • URL Dept. of Special Collections A1713
"With Equal Pride: Gay & Lesbian History, Studies & Community."
- March 4 **Gloria Anzaldúa**, Poet, Writer and Theorist
7:30 pm • Dickson Auditorium
- March 9 **Mary Daly**, Author and Radical Feminist Philosopher
7:30 pm • Location to be Announced
"Outercourse: The Be-Dazzling Voyage."
- March 10 **Discussion of the March on Washington**
12-1 pm • The Faculty Center, Sierra Room
- April 12 **Douglas Crimp**, Author of *AIDS Demographics*
12-1 pm • Kinsey 288
"Accommodating Magic: On Magic Johnson."
- April 14 **Queer Nation Activists**
12-1 pm • The Faculty Center, Playa Room
- April 21 **Essex Hemphill**, Author
3 pm • Location to be Announced

PRESENTED BY:

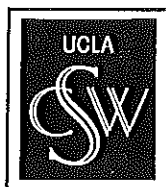
•The Chancellor's Advisory Committee on the Gay & Lesbian Community at UCLA
•Center for the Study of Women •Student Committee on Lesbian & Gay Studies •URL
•The Women's Studies Program •UCLA Lesbian & Gay Faculty/Staff NETWORK •Lambda Alumni

APPENDIX XI-A

Board of the Friends of CSW

Co-Chairs:	Beatrice Mandel Laura Levy-Coutin
Program Chairs:	Roz Loring Sallie O'Neill
Council Representative:	Lanie Bernhard
Board Members:	S. Barbara Penny Kanner Wendy Kohn Georgia Mercer Kathryn Norberg, CSW Director Joan Palevsky

Friends of the UCLA Center for the Study of Women



SCHEDULE OF EVENTS
1992-1993

- October 4 **Special Exhibit ♦ Sylvia Plimack Mangold**
3-5 p.m. • UCLA Grunwald Center for the Graphic Arts
(Members Only)
- October 29 **What's New in the Field of Gender Research?**
Graduate Students Discuss Their Work
11:45 a.m. • Faculty Center, California Room • *(lunch will be served)*
- December **Analyzing the Elections ♦ Women and Politics '92**
7:30 p.m. • Early December • Off Campus
(Co-sponsored with AAW)
- January **What Makes You Healthy?**
Avoidance, Replacement and Improvement
Evening • Late January
- March 18 **Achievement of Women in Politics**
12:00 noon • Faculty Center • *(lunch will be served)*
(Co-sponsored with AAW)
- June **Rosina Lhevinne**
Legendary Pianist and Master Teacher
Evening • Early June

For more information, please call the Center at (310) 825-0590

THE FRIENDS OF THE UCLA CENTER FOR THE STUDY OF WOMEN

Invite You to Meet
The Next Generation of Feminist Scholars

ON THE CUTTING EDGE:
What's New in the Field of Gender Research?
Graduate Students Discuss Their Work

Thursday, October 29, 1992

UCLA Faculty Center ♦ 11:30-2:00 p.m.
Lunch will be served at noon

Program

- Welcome: Bea Mandel and Laura Levy, Co-chairs, Friends of CSW
Introduction: Professor Kathryn Norberg, History, CSW Director
Speakers: Adande Washington, Anthropology, Travel Grant Recipient 1991-92
'Parachurch Organizations: Their Function as Support Networks for Women'
Debra MacComb, English, Travel Grant Recipient 1991-92
'Social and Economic Aspects of South Dakota's Divorce Trade and Their Effects on the Fictional Representations of Women'
Elizabeth Townsend, History, Travel Grant Recipient 1991-92
'Biography of Vera Brittain'
Joan Waugh, History, Wollstonecraft Prize Winner 1991-92
'Unsentimental Reformer: Josephine Shaw Lowell and the Rise and Fall of the Scientific Charity Movement'

Reservations are required ♦ Space is limited ♦ RSVP to CSW at (310) 825-0590
Parking is available for \$5 in Lot #2 (Westholme Entrance)



Please make checks payable to the UCLA Foundation/ Friends of CSW
Mail to: Bea Mandel, 244 Woodruff Avenue, Los Angeles, CA 90024

_____ \$20 Members _____ \$24 Guests _____ I am enclosing an additional \$20 to help a graduate student attend this event.

The Friends of the UCLA Center for the Study of Women was formed to support the Center through a membership program and special fundraising campaigns. The Friends facilitate communication between Center scholars and members of the community and strengthen the public profile of the Center. Board of Directors: Bea Mandel and Laura Levy, Co-chairs; Roz Loring, Vice-President of Programs; Lanie Bernhard, UCLA Council Representative; Helen S. Astin; Charlotte Georgi; S. Barbara Penny Kanner; Wendy Kohn; Georgia Mercer; Kathryn Norberg; Sallie O'Neill; Joan Palevsky; Karen Rowe; Chancellor Charles E. Young.



*The Friends of the UCLA Center
for the Study of Women*

Present

*ON THE CUTTING EDGE:
What's New in the Field of Gender Research?
UCLA Graduate Students
Discuss Their Work*

THE FRIENDS OF THE UCLA CENTER FOR THE STUDY OF WOMEN was formed to support the Center through a membership program and special fundraising campaigns. The Friends facilitate communication between Center scholars and members of the community and strengthen the public profile of the Center.

BOARD OF DIRECTORS: Beatrice Mandel and Laura Levy, Co-Chairs; Rosalind Loring, Vice-President of Programs; Lanie Bernhard, UCLA Council Representative; Helen S. Astin; Charlotte Georgi; S. Barbara Penny Kanner; Wendy Kohn; Georgia Mercer; Kathryn Norberg; Sallie O'Neill; Joan Palevsky; Karen Rowe; Chancellor Charles E. Young.

Thursday, October 29, 1992

UCLA Faculty Center

*ON THE CUTTING EDGE:
What's New in the Field of Gender Research?
Graduate Students Discuss Their Work*

Thursday, October 29, 1992

Luncheon Program

*Welcome: Bea Mandel and Laura Levy
Co-chairs, Friends of CSW*

*Introduction: Professor Kathryn Norberg (History)
CSW Director*

*Speakers: Joan Waugh (History)
Mary Wollstonecraft Prize Winner
'Unsentimental Reformer: The Life of
Josephine Shaw Lowell'
Adande Washington (Anthropology)
CSW Travel Grant Recipient
'Black Church Women and the Parachurch
Organization: Surviving Institutionalization
through the Construction of Religious Identity
in Community Organizations'
Elizabeth Townsend (History)
CSW Travel Grant Recipient
'When You've Lost Your All in a World's
Upheaval'
Debra MacComb (English)
CSW Travel Grant Recipient
'Social and Economic Aspects of South
Dakota's Divorce Trade and Their Effects on
The Fictional Representations of Women'*

Closing: Professor Kathryn Norberg

Guests of the Friends at today's luncheon include Travel Grant Recipients Lalita Bandyopadhyay, Christine Ehrick, Alice Hom, Wendy McKelvey and Leah Robin.

THE FRIENDS OF THE UCLA CENTER FOR THE STUDY OF WOMEN
together with the
THE ASSOCIATION OF ACADEMIC WOMEN of UCLA

Invite You to Join in

ANALYZING THE ELECTIONS:
WOMEN AND POLITICS 1992

Following the turbulent elections of November 3, 1992, we will assess the results of the campaigns, especially examining the so-called 'Year of the Woman.'

- ❖ What were the circumstances that led to the final vote?
- ❖ How accurate were the publicly voiced assumptions?
- ❖ What role did the political parties play--nationally and locally?

PROGRAM

Welcome: Rosalind Loring, Vice-President for Programs
Moderator: Ann Reiss Lane, Member, Board of Police Commissioners, City of Los Angeles
Speakers: Nettie Becker, Los Angeles Women's Campaign Fund, Republican Co-Chair
Jane Hasler Henick, President-Elect, National Women's Political Caucus of California
Summary: 'Impact of the Media on the Election Process'
L. Geoffrey Cowan, Professor, Department of Communication Studies, UCLA

MONDAY, DECEMBER 7, 1992, 7:30-9:45 p.m.

The Westwood United Methodist Church
10497 Wilshire Blvd., Fellowship Hall
(Located at the Corner of Warner Avenue and Wilshire Blvd.)

Refreshments Will be Served ❖ No Fee for Parking
RSVP to the CSW at (310) 825-0590



Please make checks payable to the UCLA Foundation/ Friends of CSW
Mail to: Rosalind Loring, 10443 Wilkins Avenue, Los Angeles, 90024

_____ \$7.50 Members _____ \$10 Guests _____ I am enclosing an additional \$10 to help a graduate student attend this event.

The Friends of the UCLA Center for the Study of Women was formed to support the Center through a membership program and special fundraising campaigns. The Friends facilitate communication between Center scholars and members of the community and strengthen the public profile of the Center. Board of Directors: Beatrice Mandel and Laura Levy, Co-chairs; Rosalind Loring, Vice-President of Programs; Lanie Bernhard, UCLA Council Representative; Helen S. Astin; Charlotte Georgi; S. Barbara Penny Kanner; Wendy Kohn; Georgia Mercer; Kathryn Norberg; Sallie O'Neill; Joan Palevsky; Karen Rowe; Chancellor Charles E. Young.

THE FRIENDS OF THE UCLA CENTER FOR THE STUDY OF WOMEN

Invite You and Your Guests to

WHAT MAKES US HEALTHY? ISSUES OF HEALTH, UPDATE II

This Meeting Examines Issues of Health in Relation to Two Important Topics:

- ❖ GENETICS AND FEMALES
- ❖ PSYCHOPHARMACOLOGY THROUGH THE LIFE CYCLE

TUESDAY, FEBRUARY 2, 1993 ❖ 7:30 p.m.

at

The Home of Penny Kanner
467 Comstock Avenue, Los Angeles, 90024

❖ ❖ ❖

PROGRAM

- Welcome: ROSALIND LORING, Vice-President of Programs, Friends of CSW
Moderator: CLAIRE KOPP, Ph.D., Adjunct Professor, Department of Psychology, UCLA
Speakers: BARBARA CRANDALL, M.D., Professor of Psychiatry, Pediatrics, UCLA
ROBERT GERNER, M.D., Associate Resident of Psychiatry and Biobehavioral
Science, UCLA; Director of the Center for Mood Disorders
Summary: CLAIRE KOPP

A Question and Answer/Discussion Period will Follow
Refreshments will be Served ❖ Street Parking is Available
Please RSVP to the CSW at (310) 825-0590

❖ ❖ ❖

Please make checks payable to the UCLA Foundation/Friends of CSW
Mail to: Rosalind Loring, 10443 Wilkins Avenue, Los Angeles, 90024

_____ \$5 Members _____ \$7.50 Guests

The Friends of the UCLA Center for the Study of Women was formed to support the Center through a membership program and special fundraising campaigns. The Friends facilitate communication between Center scholars and members of the community and strengthen the public profile of the Center. Board of Directors: Beatrice Mandel and Laura Levy, Co-chairs; Rosalind Loring, Vice-President of Programs; Lanie Bernhard, UCLA Council Representative; Helen S. Astin; S. Barbara Penny Kanner; Wendy Kohn; Georgia Mercer; Kathryn Norberg; Sallie O'Neill; Joan Palevsky; Karen Rowe; Chancellor Charles E. Young.



FRIENDS OF UCLA CENTER FOR THE STUDY OF WOMEN

Invite You and Your Friends
To Join Us for Dinner

"A PORTRAIT OF MME ROSINA LHEVINNE"

Will Be Presented By

Salome Arkator

Archivist & Producer

Adjunct Professor, UCLA School of Music

Mme Rosina Lhevinne, honored pianist and master teacher,
will be presented on video, including music and/or comments
by some of her well-known students such as
James Levine, Misha Dichter, John Browning & John Williams.

TUESDAY, JUNE 8, 6:15 pm

**THE UCLA CAMPUS FACULTY CENTER
CALIFORNIA ROOM**

Parking is available in Lot 2 for \$5
Enter from Westholme and Hilgard

Please RSVP to the CSW at (310) 825-0590



Please make checks payable to the UCLA Foundation/ Friends of CSW
Mail to: Laura Levy-Coutin, 10832 Vicenza Way, Los Angeles, 90077

___ \$35.00 Members* ___ \$40.00 Guests* ___ \$270 for table of eight (8)*
___ I am enclosing an additional gift to support CSW graduate students.
___ Vegetarian Meal(s) (#___)

*Note: Please include names of all attendees.

All proceeds from this event will support CSW graduate student fellowships

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APPENDIX XII-A

UCLA
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Los Angeles, California 90024-1504

PLEASE POST

UCLA CENTER FOR THE STUDY OF WOMEN WINTER/SPRING CALENDAR

All events are free and open to the public.

TRINH T. MINH-HA



FEMINIST THEORY

This new series features well-known scholars in the area of feminist theory. Organized by Professors Janet Bergstrom, Film, and Anne K. Mellor, English.

E. ANN KAPLAN

January 21, Thursday [5 pm, Royce 314]

"Look Whose Talking Indeed! Fetal Interpolation: The Meaning of Fetal Images in Recent Visual Culture."

E. Ann Kaplan is the author of *Women and Film and Motherhood and Representation*. Her more recent work explores the extremely controversial realm of fetal images in popular culture. E. Ann Kaplan is a Professor of English at SUNY Stony Brook and Director of the Humanities Institute which she founded in 1987.

LINDA KAUFFMAN

February 18, Thursday [4 pm, Law Building 2448]

"Masked Passions: Meese, Mercy, and American Psycho."

Linda Kauffman will discuss Andrea Dworkin's novel *Mercy* and Bret Easton Ellis' *American Psycho* in the context of the 1986 Meese Commission on Pornography and subsequent legislation. Linda Kauffman is author of *Discourses of Desire: Gender, Genre, and Epistolary Fictions* and is a Professor of English at the University of Maryland, College Park.

AMELIA JONES

March 10, Wednesday [5 pm, Law Building 2448]

"Postmodernism and the En-gendering of Marcel Duchamp."

Amelia Jones will present her work in progress on the "father of postmodernism," Marcel Duchamp. She takes issue with the contradictory ways in which discourses have fetishized Duchamp as a paternal origin by playing out the sexual ambivalence of the Duchampian function through a feminist interpretive framework. Amelia Jones is author of *The Politics of Difference: Artists Explore Issues of Identity* and is a Professor of Art History at UC Riverside.

JACQUELINE ROSE

April 22, Thursday [5 pm, for location please call (310) 825-0590]

"On the 'Universality' of Madness: Bessie Head's A Question of Power, the Autobiography of a Black South African Writer."

Jacqueline Rose's work explores the encounter between feminism, psychoanalysis, semiotics and film theory. She is the author of *Sexuality in the Field of Vision* and co-editor and translator of *Feminine Sexuality: Jacques Lacan and the École Freudienne*. Jacqueline Rose is a Professor of English at Queen Mary and Warfield College, London.

TRINH T. MINH-HA

May 3, Monday [Royce 314]

Topic and time to be announced.

Please call (310) 825-0590 for further information.

Trinh T. Minh-ha is well-known for her provocative films that address diverse questions of gender, ethnicity and cultural difference. Some film titles include: *Surname Viet Given Name Nam* and *Shoot for the Contents*. She is author of *Framer Framed* and *When the Moon Waxes Red: Representation, Gender and Cultural Politics*. Trinh T. Minh-ha is Chancellor's Distinguished Professor in Women's Studies at UC Berkely and a Professor of Cinema at San Francisco State University.

MARY ANN DOANE

May 20, Thursday [5 pm, for location please call (310) 825-0590]

"Technology, Spectacle and the Feminine."

Mary Ann Doane is known for her work on feminism, film theory and psychoanalysis. Her publications include *The Desire to Desire: The Woman's Film of the 1940's* and *Femmes Fatales: Feminism, Film Theory, Psychoanalysis*. She also co-edited "The Spectatrix," a special issue of the journal *Camera Obscura*. Mary Ann Doane is a Professor of Modern Culture, Media and English at Brown University.

T. WESSELMANN: BATHTUB COLLAGE #2



FEMINIST RESEARCH SEMINAR

This interdisciplinary colloquium explores the frontiers of theory and research on women and gender by UCLA faculty. For a copy of background readings, please call (310) 825-0590.

KARIN ELLIOTT BROWN

SCHOOL OF SOCIAL WELFARE, UCLA

January 19, Tuesday [4-6 pm, Law Building 2448]

"Race and Gender Bias in Theories of Interracial Relationships."

Professor Brown will present a metatheoretical analysis of theories that attempt to explain interracial marriage including implications for theory development, future research and social work practice with interracial couples.

DAWN UPCHURCH

SCHOOL OF PUBLIC HEALTH, UCLA

February 9, Tuesday [4-6 pm, Law Building 2448]

"Adolescent Childbearing and High School Dropout: Some New Perspectives on Some Old Problems."

Professor Upchurch's research draws theoretically from the life course perspective and examines the diversity of strategies by which girls make the transition to adulthood. She will discuss how studying the relative timing and sequencing of getting pregnant and dropping out of school tells a different story than commonly believed.

JANET BERGSTROM

SCHOOL OF THEATER, FILM AND TV, UCLA

March 16, Tuesday [4-6 pm, Law Building 2448]

"The Mystery of The Blue Gardenia."

In Fritz Lang's *The Blue Gardenia* (1953), a McCarthy-era film noir, betrayal has become second nature in a world where men exercise power over women. The principal conflict, one could argue, is the reestablishment of clear lines of demarcation between social expectations for men and women. On the other hand, the film was seen as progressive by feminist critics in the 1970's precisely because of its crystalline representation of sex role limitations for women. The presentation will address these divergent views using video clips.

CECILE WHITING

DEPARTMENT OF ART HISTORY, UCLA

May 18, Tuesday [4-6 pm, Law Building 2448]

"Pop-Art Domesticated."

During the 1950's and 60's, various representations of American domestic space – interiors published in women's magazines, pop-art rooms, and photographs of pop-art collectors in their homes – participated in the definition of an economy of domesticity in the United States. At the same time, these various representations of the interior contributed to highly gendered debates about the proper manner in which to arrange the domestic space.

ELAINE BELL KAPLAN AND SON



BROWN BAG LUNCH SERIES

This series provides the opportunity to meet over lunch for stimulating presentations and discussions. A light lunch will be provided.

LESLIE MARMON SILKO

February 11, Thursday [12-1 pm, Kinsey 288]

Please join us for an informal discussion with Leslie Marmon Silko. She is the Regents' Lecturer, Women's Studies Program, and author of several books including her most recent, *Almanac of the Dead*. (See Special Events)

ELAINE BELL KAPLAN

February 24, Wednesday [12-1 pm, Kinsey 288]

"Black Teenage Mothers and the Issue of Family Values."

Elaine Bell Kaplan is a Professor of Sociology at the University of Southern California.

PEGGY REEVES SANDAY

March 8, Monday [12-1 pm, Kinsey 288]

"The St. John's University Rape Case and Trial."

Peggy Reeves Sanday is a Professor of Anthropology at the University of Pennsylvania. (See Special Events)

PAULA TREICHLER

April 8, Thursday [12-1 pm, Kinsey 288]

"Women and AIDS."

Paula Treichler is a Professor in the College of Medicine, University of Illinois, Champagne-Urbana.

ANDREA KALAS

April 29, Thursday [12-1 pm, Kinsey 288]

"Images of Women in the Gulf War."

Andrea Kalas is Assistant Manager of the Film and TV Archive, Research and Study Center at UCLA.

BARRIE THORNE

May 10, Monday [12-1 pm, Kinsey 288]

"Where Are the Children in Feminist Thought?"

Barrie Thorne is a Professor of Sociology at the University of Southern California.

LOIS BANNER

May 24, Monday [12-1 pm, Kinsey 288]

"A Tale of Two Women: An Academic Feminist and a Muslim Fundamentalist."

Lois Banner is a Professor of History at the University of Southern California.

ALICE ECHOLS

June 3, Thursday [12-1 pm, Kinsey 288]

"Who Was Janis Martin? A Feminist Analysis of Women in Early Rock & Roll."

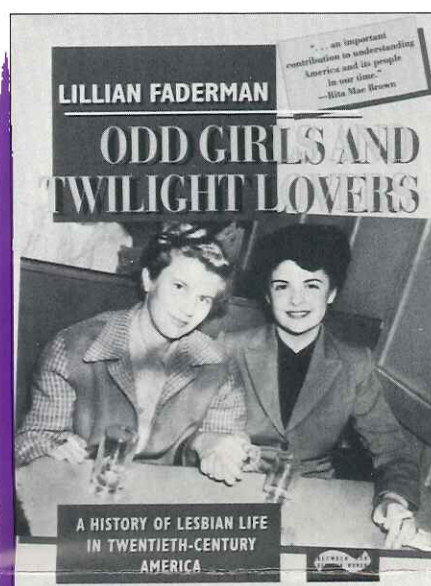
Alice Echols is a Visiting Professor of Film at UC Irvine.

For further information on any of the events listed in this calendar, including information on the Center for the Study of Women, call (310) 825-0590.

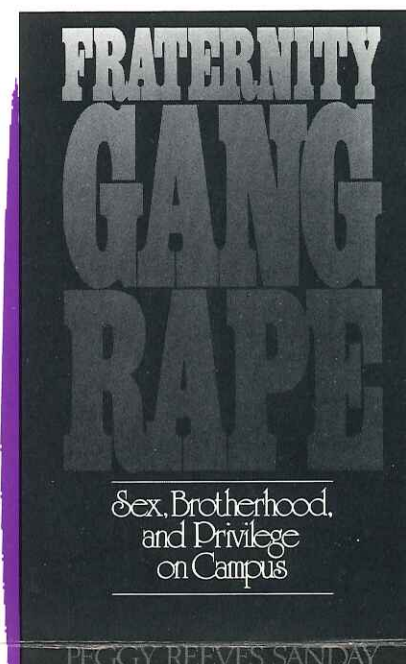
Center for the Study of Women
Director Kathryn Norberg • Assistant to the Director Doreen G. Reardon
Administrative Assistant Edeliz Tumbucan • Research Assistant
The CSW Calendar is published by UCLA Center for the Study of Women •
Telephone (310) 825-0590
Design by Emily Tellez

L A STUDY OF WOMEN CALENDAR OF EVENTS

and open to the public.



LESLIE MARMON SILKO



SPECIAL EVENTS

SIMON HELLER

January 22, Friday, The Anniversary of *Roe v. Wade*
[12-1 pm, Kinsey 288]

"The Continuing Threat to the Right to Choose Abortion."

Simon Heller is a graduate of Yale Law School and a Senior Attorney at the Center for Reproductive Law and Policy in New York. He represented Leona Benton in her effort to recover RU-486 that was seized by customs officials and was co-counsel in the Guam abortion case where the Supreme Court refused to review a total ban on abortion. Simon Heller will discuss various current legal threats to abortion rights in this country. *Please bring your lunch!*

LESLIE MARMON SILKO

February 10, Wednesday [4 pm, Royce 314]

"Earth, Survival and Women."

Leslie Marmon Silko is the Regents' Lecturer, Women's Studies Program, and author of several books including *Laguna Woman*, *Ceremony*, *Storyteller*, and *Almanac of the Dead*. She is the recipient of both MacArthur and NEA Fellowships. Most recently, a Lila Wallace-Reader's Digest Fund Writer's Fellowship has enabled her to work with elementary students in the Hopi Tribal school system in Arizona.

NINA AUERBACH

February 16, Tuesday [4 pm, Kinsey 288]

"Ectoplasms and Evil: Women's Ghosts from Emily Bronte to the Movie 'Ghosts'."

Nina Auerbach is the author of *Woman and the Demon* and *Ellen Terry: A Biography*. She is a Professor of English at the University of Pennsylvania and currently a Visiting Professor at UCLA.

VALERIE SOE

February 17, Wednesday [4 pm, for location please call (310) 825-0590]

"Gender, Race, and Asian American Women Stereotypes in the Media."

Valerie Soe is a lecturer in Asian-American Studies at UC Santa Barbara and Chair of the Film/Video Department at California State Summer School for the Arts. She is an independent film and video producer.

ADA BASKINA ♀

March 4, Thursday [4 pm, Law Building 2448]

"Women in Russia Today."

Ada Baskina is a Russian journalist and sociologist whose major field of study is the place of women in family and society. She has authored several books, and her articles appear regularly in Russian periodicals.

PEGGY REEVES SANDAY ♀

March 8, Monday [4 pm, for location please call (310) 825-0590]

"No Really Means No: Campus Date Rape."

Peggy Reeves Sanday is author of *Beyond the Second Sex*, *Female Power and Male Dominance: On the Origins of Sexual Inequality*, and *Fraternity Gang Rape: Sex, Brotherhood and Privilege on Campus*. Her book in progress explores the St. John's University rape case and trial. She calls for a new vision of sexuality that rejects coercion and instead promotes compassion, intimacy and equality. Peggy Reeves Sanday is a Professor of Anthropology at the University of Pennsylvania.

MARY DALY ♀

March 11, Thursday [7 pm]

Topic and location to be announced.

Please call (310) 825-0590 for further information.

Mary Daly is a Nag-Gnostic philosopher and author of six Radical Feminist books including *The Church and the Second Sex*, *Beyond God the Father*, *Webster's First New Intergalactic Wickedary of the English Language* and her new book *Outercourse*. This Pirate/Voyager Craftily pursues her own intellectual Quest and disturbs the peace by lecturing Irregularly to audiences around the United States and Europe and by teaching Feminist Ethics at Boston College.

SUSAN MOLLER OKIN ♀

March 18, Thursday [4 pm, Law Building 2448]

"Gender, Sexual Orientation and Families."

Susan Moller Okin is author of *Justice*, *Gender and the Family* and *Women in Western Political Thought*. She is a Professor of Political Science at Stanford University.

CONFERENCE

April 8-10, Thursday-Saturday [registration deadline is March 26]

"Located Knowledges: Intersections between Cultural, Gender and Science Studies."

For information, call (310) 206-8552.

This conference seeks to promote dialogue between cultural, gender and science studies by addressing issues of multicultural interaction, sexual politics, and the cultural construction of knowledge and technology. The conference is cosponsored by UCHRI and the UCLA Center for the Study of Women among others and arranged by Mario Biagioli, History, UCLA; Roddey Reid, Literature, UC San Diego; and Sharon Traweek, Anthropology, Rice University.

GRADUATE STUDENT RESEARCH CONFERENCE

May 17, Monday [9 am-4:30 pm, Royce 314]

UCLA graduate students doing research on women and gender will present their work in a series of interdisciplinary workshops. A reception will follow.

♀ Women's History Month

LESBIAN AND GAY SERIES

This new series brings together a variety of events that focus on lesbian and gay studies, history and community. For information on additional events that were not confirmed at time of printing, please call the UCLA Center for the Study of Women at (310) 825-0590.

EXHIBIT AT THE UNIVERSITY RESEARCH LIBRARY

January 15-March 31

"With Equal Pride: Lesbian and Gay Studies at UCLA."

MORRIS KIGHT

February 10, Wednesday [12-1 pm, Pines Room, Faculty Center]
"Who Lesbian/Gay People Were, How Bad That Was, and What We Did About It."

Morris Kight is the founder of the Gay and Lesbian Services Center in Los Angeles, Christopher Street West and the Stonewall Democratic Club.

EXHIBIT RECEPTION

February 13, Saturday

[6-8 pm, University Research Library Lobby]

Guests: Authors Lillian Faderman and Michael Nava.

Remarks: Daniel Calder, Professor of English, UCLA.

ELOISE KLEIN HEALY

March 3, Wednesday

[6:30 pm, University Research Library A1713]

"Lesbian Literature, Lesbian Community."

Elouise Klein Healy is a poet and lecturer in Lesbian and Gay Studies at UCLA.

DOUGLAS CRIMP

April 12, Monday [12-1 pm, Kinsey 288]

"Accommodating Magic: On Magic Johnson."

Douglas Crimp is the editor of *AIDS: Cultural Analysis/Cultural Activism* and author of *Aids Demographics*. He teaches at Sarah Lawrence College.

on parking, please contact the UCLA Center for the Study of Women at (310) 825-0590.

of Women STAFF

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Tellez Design Studio

CENTER FOR THE STUDY OF WOMEN NEWSLETTER

FILM SCHOOL WELCOMES NEW SCI-FI DEAN



IN JULY, VIVIAN SOBCHACK BECAME the new Associate Dean of the School of Theater, Film and Television and a Professor of Film in the area of Critical Studies. She comes to UCLA from UC Santa Cruz, where she held the position of Dean of the Arts for the past four years. She is the author of *Screening Space: The American Science Fiction Film* (Unger Press, 1987) and numerous articles which range in subject from the science fiction film to the historical epic. Her work is innovative and controversial. Sobchack finds fault with psychoanalytic film theory and criticizes current notions of spectatorship and the gaze. She deplores the "determinacy" and "negativity" that abounds in film criticism which, she maintains, diminishes both the spectator and the medium. "Film theorists work on the films they love to hate or hate to love," she remarks. Sobchack takes issue with those who describe the cinematic apparatus as always negative, patriarchal or bourgeois. What she would like to see is a theoretical approach which depathologizes film and banishes determinacy.

Sobchack's most recent publication, *The Address of the Eye: A Phenomenology of Film Experience* (Princeton, 1992) retheorizes film from an existential phenomenological perspective and includes a section entitled "Sexual Difference and Other Bodily Discriminations." "Indeterminacy" is one of Sobchack's favorite phrases and a concept that has motivated both her academic life and her feminist politics. "I do not set out to write articles on difference or gender," she explains, "but some just turn out that way. I don't like to begin a project with any particular idea of the conclusion or the path it will take," however much of her work has dealt with gender. While difference has been a key concept for her, she has doubts about the future of identity politics. "Sooner or later," she observes, "identity politics reduces itself to identification with a group of one," which to her has little political or theoretical potential.

Sobchack's current projects include work on fantasy films and "cyberpunk." While working on Science Fiction film in Santa Cruz,

Sobchack became aware of a 'cyber underground'—so when *Art Forum* asked her to write about computer graphics, it seemed an appropriate place to focus on virtual reality and cyberspace. The outcome was several articles and an ongoing fascination with the 'electronic' which greatly interests Sobchack who considers herself oscillating between technophobia and technophilia.

As an administrator at UCLA, Sobchack hopes to create connections and facilitate interaction among the different sections of the School of Theater, Film and Television. She says, however, that one "should not invest too much of one's ego in administration. If an administrator has too many personal stakes in the job, she loses the ability to make hard decisions." She sees her role as Associate Dean as being that of a facilitator, a person who helps make things happen. At UCLA, she wants to help students "cross traditional barriers" and benefit from the intellectual riches of the school as a whole. Sobchack finds the presence of the film industry in Los Angeles both intriguing and amusing. She is a Trustee of the American Film Institute and is accustomed to hobnobbing with celebrities and media giants. She cannot count the amount of "baked Brie" she has consumed at receptions but still cheerfully "dons her sequins" when required. ■

VIRTUAL LITERATURE?

KATHERINE HAYLES, a newly appointed Professor in the Department of English, has an unusual and fresh approach to literature. Using both science fiction and the fictions created by science (to paraphrase one of Hayles' favorite scholars, Donna Haraway), Hayles brings the study of science to literary criticism. She analyzes standard scientific texts by cyberneticists like Wiener, as well as

novels by writers like Philip K. Dick, William Gibson and Pat Cadigan. Hayles' work utilizes the rich scholarship from both literary and cultural studies to explore scientific texts and phenomena, specifically the place where human and machine meet—the computer age realm of "virtual reality."



"What interests me," Hayles explains, "is the interpenetration of virtual and material," the moment when one's body is connected to a computer whether via a data glove or some other device. "At that moment," she observes, "humans become disembodied and they can experience the computer simulated world as real." In other words, reality becomes "virtual" reality. This interfacing of human and machine has interesting implications for the study of gender. "Some believe," Hayles remarks, "that gender disappears in cyberspace because one can choose to be any gender one wishes...but gender does not disappear altogether... gender does not drop away; it just gets encoded differently." For example, male science fiction writers such as William Gibson describe the process of entering cyberspace as "jacking in." Hayles has a deep interest in this problematic encodement of the cybernetic process. Her book in progress, *Virtual Bodies: Cybernetics, Literature and Information* focuses upon what happens to "human and textual bodies in the age of information." For Hayles, the relation between body and mind, knowledge

and reality, gender and knowing are problematized, and she intends to devote her next book to epistemology.

Katherine Hayles herself is well positioned to marry science and literature. She received a BA in chemistry and only switched to English after receiving a MS from Caltech. "I'm always playing catch-up," she maintains, but points out that she is advantaged in that she "doesn't believe that any one approach is the only approach." She credits her years in science with making her a feminist. As the only woman in most of her classes, she frequently encountered male bias, but she did not find the world of the humanities much more welcoming. She arrived at her first job with an infant in tow to learn that the senior members of her department thought it inappropriate for recent mothers to work. "I learned," she remarks with humor, "that tenure, like salvation, is a state of grace; either you are revealed as one of the elect or you aren't, and good works (publications) won't help." Eventually, Hayles, who comes to UCLA from the University of Iowa, received the academic equivalent of salvation but not without considerable bruising. "After my years in science and as an assistant professor, I was pretty alienated from the male world and thought of men as an alien species." Raising her son, who is now a high school senior, changed her attitude and gave her "a deeper understanding of gender dynamics and a real concern for what happens to males in our culture." ■

UCLA GRADUATE STUDENTS doing research on Women and Gender:

Please note that the deadline for Travel Grant Applications is **February 19, 1993**.

Also, please contact us so we can include you on our Newsletter mailing list and notify you of relevant programs and events. Please send your name, campus mailing address and phone number to: CSW, 236A Kinsey Hall, Campus, 90094.

WOMEN AND POVERTY IS FOCUS OF NEW ECONOMICS PROFESSOR



THIS FALL, KATHLEEN MCGARRY joined the Economics Department as an Assistant Professor. Raised on Long Island, McGarry is a Labor Economist who just recently received her Ph.D. from the State University of New York, Stony Brook. According to McGarry, gender related issues that economists are currently studying include: "the wage gap between males and females; women's labor supply; and the large number of women, both the elderly and single mothers, who are living in poverty."

McGarry's research has focused on elderly women and poverty. Working with the Retirement History Survey (RHS) which followed women between the ages of 58-63 over a ten year period from 1969-79, McGarry has learned that "married women fared considerably better than widows." Governmental statistics from 1987 indicate that while only 5.7% of married women were below the poverty level, 20% of widows reported poverty status. Poverty rates for non-whites are

higher than those for whites. Further, there appears to be a lot of movement both into and out of poverty. This fluctuation in women's economic status has interesting implications for actual poverty study results. "By allowing for measurement error, the probability of such movement is substantially reduced, implying that the amount of permanent poverty is underestimated by up to one-third when measurement error is ignored."

McGarry is currently teaching Micro-economic Theory and a graduate course on Probability and Statistics for Econometrics and will teach a graduate course in labor economics as well as the undergraduate microeconomics course next quarter. ■

NEW CSW STAFF MEMBER COMBINES ACTIVISM AND ACADEMIC FEMINISM

DAWN WARING, THE NEW staff member in charge of the CSW, has combined activism and academic feminism. She holds a Ph.D. in Near Eastern Languages and Literature and is the former director of the Pasadena YWCA Rape Crisis Center. She is trained in both an array of ancient languages (Hebrew, Akkadian, Ugaritic) and in rape crisis counseling. To an unusual degree, her feminism has found both intellectual and political expression.

Coming from a traditional Protestant background, Dawn was interested in teaching religion after she graduated from college. She went to Fuller Theological Seminary where she received a MA in theology and eventually her Ph.D. She also received her

baptism in feminist struggles for Fuller "radicalized her." As a student, then adjunct assistant professor and interim Director of Women's Concerns, Dawn struggled to see that inclusive language was used in the classroom and that materials on women were included in core courses. "I wanted to see a notion of God evolve that went beyond the traditional picture of a white man in the sky." Her efforts encountered resistance. "When I taught a course on the Pentateuch, about a quarter of the reading had to do with women," she explains. "Two male students claimed that I was using the course as a platform for my radical feminist views and went to the dean requesting a tuition refund."

Dawn persisted as an itinerant professor, teaching and organizing study trips to the Middle East. She also published several articles on various archaeological sites as well as the books of Exodus and Ruth... but she decided not to pursue an academic career. "I love to teach," she says, "but I became disillusioned with the academic system and its treatment of women. The old adage of 'publish or perish' too often seemed to play out as 'published but perished anyway,'" she observes with wry humor. When she was offered an academic position at a small conservative, midwestern college, she turned it down. "Given who I was as a feminist, I decided that a small town and conservative college were not for me."



She then turned to feminist community work. While teaching part-time, she worked as the Director of the Pasadena YWCA Rape Crisis Center. She wrote grants, served on the Board of the California State Coalition of Rape Crisis Centers, lobbied for legislation affecting women and took calls on the Center hotline. "We got calls from women as young as twelve and as old as ninety-four," she recalls. "I served as the rape survivor's advocate, as a buffer between the survivor and the system." She also acted as a rape educator, talking before audiences as diverse as the engineers of the Jet Propulsion Laboratory and high school students in the Los Angeles School District. After three years, she began to feel the toll. "Doing anti-rape work is incredibly rewarding," she says "but it is also extraordinarily demanding."

Dawn believes that activism and academic feminism *can* be combined and is excited about her recent return to the academic setting. She has no delusions about the institutional oppressions that come with working in an academic setting, but she believes that they are not unique to academia and that feminism, even academic feminism, "needs to work toward eliminating all the oppressive 'isms,'—racism, sexism, heterosexism, classism, ageism and militarism." At the CSW, Dawn is an indispensable aid in helping researchers find the resources to advance the feminist agenda. ■

UCLA RESPONDS TO COMMUNITY NEEDS

With a grant from the National Science Foundation, Lucie White, Professor of Law, has spent the past year studying the community that women build "in the shadow" of the Head Start pre-school education program for low-income families. Last spring,

Lucie received a mini-grant from CSW to link UCLA faculty with women active in Head Start programs in south-central Los Angeles in order to develop joint projects to address community needs. The three target sites are located at the Jordan Downs and Imperial Courts public housing developments in the Watts Tower neighborhood.

These sites are administered by the Training and Research Foundation, and the federal government has recently directed the Foundation to extend its services into the Westwood area. This new site would serve children of the many low-wage domestic and service workers who are employed in Westwood homes, hotels, restaurants, offices, and university facilities. Joint projects between UCLA faculty and Head Start women might then be expanded from the three south-central sites to the new Westwood facility.

The first meeting between eight UCLA faculty and seven Head Start women took place over lunch at CSW on October 2nd. Three broad project areas were selected as being "high priority needs:" expanded, community-controlled child care; neighborhood-based retail and consumer services; and social/ psychological support services. The group identified several innovative ideas for translating these familiar issues into projects that would build community power while responding to women's immediate needs.

Over the next several months, loosely-structured working groups of faculty and Head Start women will seek to move from these ideas to concrete, fundable projects that can be launched at the Head Start sites next year. The first of these groups met in south-central Los Angeles on November 20th to discuss consumer services. UCLA participants visited the Head Start sites and then met with Head Start women for a half-day planning session at the Westminster Community Center in Watts. Law Professor Alison Anderson prepared a concept paper to facilitate the group's discussion.

A similar working session on the child care

project is being planned for early in the winter quarter. Alabama-based child care advocate and MacArthur fellow Sophia Bracy Harris has been invited to consult with the group and also speak to the CSW community (time and place to be announced). Anyone interested in attending this session or in working on one of these on-going projects should contact Lucie White at (310) 206-1075 or Dawn Waring at the Center (310-206-5898). ■

Announcing A Feminist Theory Series

The CSW has some very exciting speakers planned! In winter and spring quarters, **Amelia Jones, Jacqueline Rose and Mary Ann Doane** will be coming to UCLA!

Watch for details in the next newsletter.

HIGH SCHOOL TEACHERS EXPLORE CURRICULAR CHANGE

Professor Karen Rowe has received \$32,000 from the American Council of Learned Societies to direct the new Humanities Educational Leadership Project (HELP), an exciting curriculum transformation project that focuses on ethnicity and gender. In conjunction with the ACLS, the Los Angeles Educational Partnership, the California State University System, and the Los Angeles Unified School District, UCLA has begun this collaborative project with a select group of Los Angeles high school teachers. The seminar is part of a multi-layered process by which UCLA's rich resources are made available to Humanitas secondary school teachers as they explore new research and methods in the Humanities and develop pedagogical strategies for use by their colleagues.

The increased amount of research by and about ethnic women requires both curricular changes and new channels of dissemination to meet the growing demand for this scholarship. The CSW has taken a leading role in constructing these new channels through the Curriculum Transformation Projects that have operated out of the Center since 1989. The Ford Ethnic Women's Curriculum Transformation Project (FEW) focused on faculty development seminars as a vehicle for enabling faculty to examine, discuss and select material from recently published ethnic gender research for their undergraduate courses. During its three years in operation (1989-91), FEW shifted from a disciplinary to an interdisciplinary orientation, leaving as a valuable legacy a bibliographic database of 4,000+ items that can be accessed by discipline and themes as well as by ethnicity and gender.

Funding from the UC President's Office became available in 1991 for expanding the model established by FEW to include a transdisciplinary focus through curriculum development instituted for UCLA's Writing Programs faculty. The Curriculum Writing and Integration Project (CWIP) held its first seminar in the winter of '92 and is currently preparing for its second seminar in the winter of '93. Writing Programs' faculty and teaching assistants explore both the writings of ethnics/women and the connections between multi-ethnic perspectives and theories of rhetoric and composition.

In this newest curriculum transformation project, HELP, Professor Rowe has modified the faculty development models used in FEW and CWIP to meet the needs of secondary school teachers. We anticipate and hope that the many UCLA faculty who have engaged in these projects will continue to work collaboratively with their colleagues across the many tiers of higher education in an effort to enrich the liberal arts with a unique blend of multi-ethnic and multi-cultural visions. ■

CONGRATULATIONS!

Jacqueline Bobo, UC President's Fellow, has had her fellowship renewed for 1992-93. She is an Assistant Professor at the University of North Carolina, Chapel Hill in the Department of Radio, Television and Motion Pictures. Her research will result in a book on Black women and film entitled, *Credible Witness: Black Women, Film Theory, and Spectatorship*.

Bob Emerson, Professor of Sociology, was awarded \$295,000 from the National Institute of Aging for his research on caregiving practices in Hispanic and Anglo families. Emerson plans to examine ethnic and gender differences in the development and use of informal caregiving practices that spouses employ in the home to take care of and manage the Alzheimer's patient. In addition, Emerson will examine family caregivers' consideration of and possible turn to *formal* caregiving strategies. These strategies include support groups, respite and in-home care, day care, and ultimate institutionalization.

Patricia M. Greenfield, Professor of Psychology, has received \$25,000 in supplemental funds to augment her original grant of \$249,150 from the Spencer Foundation. This will enable her to complete her research project on "Cultural Tools and Learning Processes in a Changing World" in which she examines the interrelationship among culture, social change, informal education, and cognitive development of children in both urban Los Angeles and rural Mexico.

Karen Rowe, Associate Professor of English, has accepted a grant of \$32,000 from the American Council of Learned Societies to expand her Curriculum Transformation Project. (See article entitled, "High School Teachers Explore Curricular Change.")

CSW WELCOMES THE NEW AFFILIATED AND RESEARCH SCHOLARS FOR 1992-93

AFFILIATED SCHOLARS

Lisa M. Catanzarite, Sociology
Rachel Fretz, Folklore and Mythology
Susan McCabe, English
Paula Sirota, Urban and Regional Planning
Victoria Westermarck, English & Education

RESEARCH SCHOLARS

Sherry Ahrentzen, Social Ecology
Sherna Gluck, Sociology
Norma Fain Pratt, History
Emma Zapata, Sociology

CSW STAFF

Director Kathryn Norberg
Chair, Faculty Advisory Committee
Anne Mellor
Assistant to the Director Dawn Waring
Director of Operations Van Do-Nguyen
Administrative Assistant Edeliza Tumbucon
Research Assistant Moira Gill
Student Assistants
Deborah Ho, Van Ho, Paul Lin

Center for the Study of Women Newsletter edited by Moira Gill and Dawn Waring.

The CSW Newsletter is published by the UCLA Center for the Study of Women.
236A Kinsey Hall, 405 Hilgard Avenue
Los Angeles, California 90024-1504

Telephone (310) 825-0590.
Fax (310) 206-7700.

DATES TO REMEMBER...

OCTOBER

- 2 Luncheon Meeting
with UCLA Faculty and Head Start Women
[12 - 2 PM Kinsey 288]
- 8 Ramón Gutiérrez UC San Diego
History of Sexuality Series
[12 - 1 PM Bunche 6275]
- 20 Diane Buckler Fine Arts
"The Naked Eye" Feminist Research
Seminar [4 - 6 PM Law 2448]
- 29 CSW Friends' Luncheon
for Graduate Student Travel Grant
Recipients [12 - 2 PM Faculty Center]
- 29 Paul Monette Noted Author
Lesbian and Gay Series
[3 - 4 PM Law 2448]

NOVEMBER

- 4 Reception for Graduate Students
Working on Women and Gender
[12 - 2 PM Kinsey 288]
- 5 Luncheon for Affiliated and Research
Scholars [12 - 1 PM Kinsey 288]
- 10 Simone Wallace Owner of Sisterhood
Bookstore, Lesbian and Gay Series
[12 - 1 PM Faculty Center]
- 10 Patricia Greenfield Psychology
"The Transmission of Weaving in Three
Generations of Mayan Mothers and
Daughters: Cultural Psychology and
Historical Change in Southern Mexico"
Feminist Research Seminar
[4 - 6 PM Law 2448]

- 12 Liz Kennedy SUNY Buffalo
"Boots of Leather, Slippers of Gold: The
Making of the Modern Lesbian Community"
History of Sexuality Series
[12 - 1 PM Bunche 6275]
- 19 Gayle Rubin University of Michigan
"Sex Debates: The 1970's Origin of Modern
Sex Politics," History of Sexuality Series
[12 - 1 PM Bunche 6275]
- 20 Mini-Conference UCLA Faculty
and Head Start Women
[8 - 2 PM Westminster Center, L.A.]
- 30 Susan Love, M.D. Associate Professor of
Surgery, Director of UCLA's Breast Center
"The Politics of Breast Cancer"
[4 - 6 PM Royce 314]
- 30 Karen McCarthy Brown Drew University
"Paying Attention to Women: A Case Study
in Haitian Vodou" [4 - 6 PM Anderson
Graduate School of Management 2343]

DECEMBER

- 2 Troy Perry Founder
Metropolitan Community Church
Lesbian and Gay Series
[12 - 1 PM Faculty Center]
- 2 Gilbert Herdt University of Chicago
"The Rites of Coming Out: Gay and
Lesbian Youth in Chicago Forge a New
Way Out of the Closet" Lesbian and
Gay Series [3 - 4 PM Haines 352]
- 7 CSW Friends' Program "Analyzing the
Elections: Women and Politics 1992"
[7:30 - 9:45 PM Westwood United
Methodist Church, 10497 Wilshire Blvd]

JANUARY

- 19 Karin Elliott Brown Social Welfare
"Race & Gender Bias in Theories of
Interracial Relationships"
Feminist Research Seminar
[4 - 6 PM Law 2448]

FEBRUARY

- 2 CSW Friends' Program
"Women and Health"
[7:30 PM, location to be announced]
- 9 Dawn Upchurch Public Health
"Teenage Childbearing and High School
Dropout: Some New Perspectives"
Feminist Research Seminar
[4 - 6 PM Law 2448]
- ? Morris Kite Founder
Gay and Lesbian Service Center
Lesbian and Gay Series
[12 - 1 PM Faculty Center]
[specifics to be announced]
- ? Mini-Conference UCLA Faculty
and Head Start Women
[specifics to be announced]
- ? Evelyn Hooker and the New Documentary
Film on Her Life, Lesbian and Gay Series
[specifics to be announced]

MARCH

- 16 Janet Bergstrom Film
"Deadly is the Female: Close-ups
and Reaction Shots in Film Noir"
Feminist Research Seminar
[4 - 6 PM Law 2448]

For further information on the events listed above, please call the Center for the Study of Women at (310) 825-0590.

UCLA
CENTER FOR THE STUDY OF WOMEN
236A Kinsey Hall, 405 Hilgard Avenue
Los Angeles, California 90024-1504



UCLA CENTER FOR THE STUDY OF WOMEN
236A KINSEY HALL
405 HILGARD AVENUE
LOS ANGELES, CALIFORNIA 90024-1504

April 7, 1993

Dean Fred Eiserling
Division of the Life Sciences
College of Letters and Sciences
Office of the Provost & Deans
1312 Murphy Hall
CAMPUS


Dear Dean Eiserling:

You will find enclosed the Self-Evaluation of the Center for the Study of Women to be submitted as a part of the CSW's fifth year review. This report was actually completed in early February; subsequently all the data was checked for accuracy. Consequently, it is only ready now.

The CSW Advisory Committee has read the report and a cover letter concerning its contents will be drawn up by Professor Anne Mellor, Chair of the Advisory Committee. I assume that Anne will send you a copy of that letter when it is completed.

If you have any questions do not hesitate to call me.

Sincerely,


Kathryn Norberg
Director

cc: Lianna Anderson

SELF-EVALUATION
UCLA Center for the Study of Women
March 31, 1993
Submitted by Kathryn Norberg, Director

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SELF-EVALUATION
UCLA Center for the Study of Women

The following self-evaluation is meant to supplement and complement the annual reports submitted by the Directors and Acting Directors of the UCLA Center for the Study of Women. These reports cover the years between September 1984 and July 1992 and contain a detailed chronicle of the Center's activities. They are appended to this evaluation. To facilitate reference to the annual reports, the CSW's activities are discussed here in the same sequence as most of the reports. The discussion of each of the CSW's activities is followed by recommendations for the future of that particular activity. The most important of these recommendations are summarized at the end of this report.

This year (1992-1993) marks the first time that the CSW has been reviewed. Never before have the CSW's activities been judged and the overall unit scrutinized. This review process makes the need for ongoing evaluation clear. The following report is designed to serve as both a source of information for the external reviewers and an agenda for future discussion for the Faculty Advisory Committee.

I. PURPOSE AND HISTORY OF THE UCLA CENTER FOR THE STUDY OF WOMEN

On September 21, 1984 the University of California Board of Regents approved the establishment of the UCLA Center for the Study of Women effective immediately. Professors Karen Rowe and Helen Astin were the authors of the original proposal as well as its tireless proponents. According to this same proposal, the goal of the CSW was "to provide a vital environment in which scholars could explore new frontiers of knowledge about women and gender-related issues." According to the original proposal, the Center would act "as a catalyst for new research by developing funded projects, conferences, and publications on women and gender." The original proposal states that the Center will:

- 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

Within a year of its "creation," the CSW was ensconced in Kinsey Hall and had an operating budget of \$127,133 (1985-1986). In that same academic year, extramural grants, donor and conference funding amounted to \$45,000. Under the guidance of Director Karen Rowe, the CSW governing structure (Advisory Committee, Research Subcommittee, Development Subcommittee, etc.) was established and the Center's first publication, a Newsletter, appeared.

Since 1984, the CSW has achieved sustained growth. New programs have been created: a seed-money (minigrant) competition for faculty, an Affiliated Scholars Program, a Graduate Program, a Feminist Research Seminar and a host of conferences and workshops. Publications came to include not just the Newsletter but also Directories of UCLA Faculty (1989) and University of California Faculty (1991). In 1989, Director Karen Rowe and Associate Director Kathryn Norberg submitted a grant to the Ford Foundation which resulted in the on-going Curriculum Integration Project under the direction of Karen Rowe. The operating budget has increased more than two-fold. (In 1991-1992, 19900 funds amounted to \$214,951.) Accumulated extramural research grants since 1985 total \$2,073,325. As of January 1993, 208 faculty and 334 graduate students participate in CSW activities. Most instrumental in this growth were Director Karen Rowe and Acting Directors Helen Astin, Carrie Menkel-Meadow, Anne Peplau and Julia Wrigley. Without their efforts and unflagging support, the CSW would not be the vital research unit that it is today.

II. RESEARCH

The principal goal of the CSW is to encourage and develop innovative research on women and gender. All of the CSW's activities--from grants to publications--have the stimulation of excellence in research as their goal. The CSW benefits from a faculty of national and international repute, and its range of activities make it one of the most active women's research units in the nation.

One of the most salient features of the CSW's charge was the encouraging of research on women and gender through the formulation and administration of extramural grants. The CSW has been successful at attracting a wide variety of grants. Funding agencies include the National Institutes of Mental Health, the National Science Foundation, the National Endowment for the Humanities, the National Institute of Aging, the Alzheimer's Disease and Related Disorders Foundation, the InterAmerican Foundation, the Academic Geriatric Resource Center, the Florence Gould Foundation, the MacArthur Foundation, the Spencer Foundation, and the Ford Foundation. The evolution of the CSW's extramural funding is given in the following table. A complete list of extramural funding and related research projects can be found in Appendix I.

Table 1
CSW Extramural and Intramural Funding

	<u>Extramural Funding*</u>	<u>Intramural Funding**</u>
1985-1986	\$ 31,057	\$ 7,696
1986-1987	\$165,583	\$25,200
1987-1988	\$237,458	\$13,100
1988-1989	\$656,847	\$90,330
1989-1990	\$274,137	\$54,000
1990-1991	\$ 46,992	\$57,250
1991-1992	\$308,681	\$80,908
1992-1993	\$352,570	\$85,739

Source: CSW Files

*Most of the grants listed here are multi-year grants; they are listed under the year in which they were awarded.

**This figure represents funds other than the Operating Budget which are provided by systemwide and various UCLA units (principally the Office of Instructional Development and the College of Letters and Science) to Center-based projects.

Approximately 30 extramural grants have been administered by the Center ranging from \$400 to \$414,284. This strong record is the work of Professors Neil Malamuth, Karen Rowe, Robert Emerson, Anne Mellor, Sara Melzer, Emily Abel, Kathryn Sklar, Lucie White, Kathryn Norberg, John Friedmann and Patricia Greenfield all of whom have brought in extramural grants of \$15,000 or more. Of these individuals, Malamuth, Rowe, Emerson, White, Greenfield and Friedmann obtained grants of more than \$100,000.

Virtually all of the principal investigators listed above come from social sciences: Psychology, Communications, Sociology, Public Health and Urban Planning. None too surprisingly, social scientists have brought more extramural money into the unit. But humanists are not lacking (e.g., Mellor, Melzer, Norberg, Rowe, Sklar). When Humanities faculty do bring grants, it often comes in the form of conference support. Conferences, that is programs, do generate extramural dollars, a theme to which we shall return again. Surprisingly, Health Sciences faculty, so numerous at UCLA, are virtually absent from the CSW pool of principal investigators.

The largest grant to come through the CSW remains Neil Malamuth and Daniel Linz's "Predicting Sexual Coercion and Antisocial Behavior Against Women" (NIMH \$414,284: 1988-1989), but Robert Emerson's "Caregiving Practices in Hispanic and Anglo Families" (National Institute on Aging \$295,070: 1992-1993) is not far behind.

It is important to note, however, that Center-based grants, that is grants written by the Center Director to support the unit's programs, do generate extramural income. An important grant that

has brought both extramural and intramural funds into the unit is former Director Karen Rowe's "Integration of Ethnic Women into UCLA's Liberal Arts Curriculum" (Ford Foundation \$100,170: 1988-1989), now more widely known as the Ford Ethnic Women's Curriculum Transformation Project (FEW). The effectiveness of the FEW Project generated intramural funding to develop a similar project in 1991-1992 for the faculty of UCLA's Writing Programs entitled "Curriculum Writing Integration Project" (CWIP). In 1992-1993, Professor Rowe expanded her Curriculum Transformation Project in a collaborative venture with the Los Angeles Unified School District and the Los Angeles Educational Program with the help of a \$32,000 grant from the American Council of Learned Societies. This new project (Humanities Educational Leadership Project or HELP) focuses on curriculum development for high school teachers.

Between 1990 and 1992, Karen Rowe's FEW and CWIP Projects received \$258,461 in direct funding from the UCLA Office of Instructional Development, the UCLA College of Letters and Science and the Office of the President. The FEW Project also received 3.5 FTE (equivalent to \$167,800) for faculty release time from the College of Letters and Science and 3.52 FTE (equivalent to \$123,432) for the same purpose from the Office of Instructional Development. The CWIP Project received 1.85 FTE in release time (equivalent to \$71,780).

As Appendix II indicates, the CSW has done as well as--indeed better than--similar ORU's in attracting outside funding. When the CSW is compared to other units from the Humanities and Social Sciences such as the Center for Medieval and Renaissance Studies or the Center for Seventeenth and Eighteenth-Century Studies, it equals and sometimes surpasses comparable units. The CSW has been largely successful in attracting extramural funds, indeed very successful for a unit whose faculty resides primarily in the Humanities and Social Sciences.

A. Stimulating Research

One of the goals of the CSW is to "stimulate faculty development and interdisciplinary research." The CSW does this in two ways: 1) by encouraging faculty to write grants and helping them prepare and administer the grants; 2) through CSW programs (e.g., Faculty Research Seminar, conferences and interdisciplinary programs).

Center programs are discussed in the section of this self-evaluation devoted to that topic. As for grant processing, the CSW appears to be quite successful in helping faculty obtain funding. Of the 39 proposals submitted between 1987 and January 1993, 23 were funded or 58%. The CSW helps researchers by suggesting funding agencies, contacting appropriate grant officers, filling out the financial portion of the grant and getting the "goldenrod" through the Contracts and Grants Office. Once the grant is funded, the CSW administers the grant--doing the paperwork and providing space and additional resources to the best of its ability.

Since its inception, the CSW has sought means of encouraging faculty to write grants and bring them through the Center. To encourage interdisciplinary research, the CSW has adopted a variety of strategies. In the fall of 1989, Acting Director Anne Peplau and Associate Director Kate Norberg sent out a questionnaire to the CSW core faculty asking them which foundations and agencies they wanted to know about. While the response rate was disappointing and the results predictable (NEH, NSF, Guggenheim, etc.), this survey helped the Assistant to the Director update the CSW files and bring them into line with faculty needs. In early 1991, Assistant to the Director Millie Loeb prepared and distributed an "Occasional Memo" giving timely information about funding sources. Staff changes have made these memos more "occasional" than originally intended. All of these efforts were designed to encourage CSW core faculty to bring grants to the Center.

1) Minigrant Program

In 1985-1986, the CSW instituted the first minigrant competition which was designed to provide seed money on a competitive basis to UCLA faculty researchers on women and gender. The intent of the program was to draw researchers and extramural funds into the CSW by providing small sums of money (\$2,000 maximum) for pilot studies. The Research Committee asks that applicants submit a brief description of their project and a budget. They must also indicate which if any funding agencies they plan to approach. Junior faculty is given preference over tenured faculty. Since its inception, the minigrant program has funded 52 projects. Selection is made by the Research Committee and the criteria are: 1) consonance with CSW interests, 2) likelihood of receiving outside funding/publication, and 3) quality of proposal. Appendix III lists all the CSW minigrant recipients and their related projects.

Table 2 helps gauge how much faculty interest this program has generated by outlining the number of individuals who applied for the minigrants between 1985-1986 and 1992-1993. A more complete description of funded grants appears in each annual report.

Table 2
Minigrant Applicants and Recipients

	<u>Applicants</u>	<u>Recipients</u>
1985-1986	?	5
1986-1987	28	8
1987-1988	23	6
1988-1989*	42	13
1989-1990	13	7
1990-1991	21	7
1991-1992**	3	2
1992-1993	8	4
TOTAL	138	52

Source: CSW Files

*There were two competitions in 1988-1989.

**This was a conference competition instead of a minigrant.

The above table shows that the number of applications for minigrants has varied over time. But since 1990-1991, they have generally begun to decline. The fall 1992 competition attracted only 8 applications of which 2 were requests from 1991-1992 winners who needed additional funding.

The kind of applications has also changed. While applications from the Humanities, Arts and Social Sciences have continued to come in, applications from the health disciplines have declined. In 1986, researchers from the health sciences (Public Health, School of Medicine, Nursing, but not Psychology) accounted for 13 or 46% of the applicants. In 1987-1988, 8 or 35% of the applications came from the health sciences. In 1989-1990, 8 or 19% of the applicants were from the health sciences. In 1992-1993, the percentage of applications from the health disciplines increased but only because overall applications were so low.

Do these seed money grants perform their function? Do they "bring grants" into the CSW? In the winter of 1992, Acting Director Helen Astin undertook a survey to judge the effectiveness of the minigrants in generating external funding. She wrote to all past recipients of minigrants asking them to indicate whether or not they have sought or received outside funding. Few recipients responded but her survey indicated that the program was not always performing one of its designated functions--the generating of extramural grants to be administered by the Center. While the minigrants helped researchers acquire a fellowship or publish a book, only 9 or 24% of the seed money grants actually produced grants administered by the CSW.

In order to stimulate interdisciplinary research, the CSW created a new category within the minigrant competition in 1987-1988. Focused research groups, or two or more researchers from different schools or departments were encouraged to apply for the seed money grants. In 1987-1988, 5 groups applied. Thereafter, about 1 group a year applied. Altogether, 4 groups (The Lesbian Issues Group [1987-1988]; The Women and Poverty Group [1989-1990], The Public Policy Group [1989-1990] and The Women's Suffrage Group [1990-1991]) received funding between 1987-1992. In three of the above cases, funding was provided by the Beatrice and Leonard Mandel UCLA Foundation Fund (one of the restricted funds of the Friends of the CSW). None of these groups has yet put forward a grant proposal.

In the fall of 1992, the Executive Committee, in conjunction with the Research Committee, decided to convert the usual minigrant competition into a conference competition. The result was only 3 proposals of which 2 were funded. Whether or not the conference call will be repeated depends on the deliberations of the Advisory and Research Committees and the availability of funds.

Future Development

The darkening budgetary picture in California makes the cultivation of outside funding a top priority for the CSW. In October 1992, the Dean of the Life Sciences circulated a memo suggesting that the CSW operating budget be more closely tied to the overhead generated by extramural grants. In regard to extramural funding, the CSW labors under two handicaps. 1) Departments and schools expect their faculty to bring grants through those same departments and schools, therefore many potential CSW researchers are discouraged from patronizing an ORU. 2) Many CSW faculty members are from the Humanities and Arts where grants take the form of fellowships and not large, joint research ventures. Conference funding is a possible exception.

Many strategies--from seed money grants to informational memos--have been employed to "capture researchers" from within the confines of the CSW core faculty. However, it is clear that the core faculty who are liable or willing to generate grants are already doing so. The decline in the number of seed money grants may be attributed (among other things) to the "saturation" of the CSW core faculty. The unit must reach outside its core and aggressively try to recruit "new" UCLA faculty. The following strategies for drawing new researchers into the CSW and thereby increasing extramural funding have been considered.

- 1) Cultivate grants from the health sciences. The CSW has had only minimal contact in the past few years with the Schools of Public Health or Medicine. These are potential sources of very large grants.
- 2) Find a means by which researchers can split the overhead generated by their grants between two units (e.g., Public Health and CSW) thereby freeing many faculty to bring grants to the CSW without fear of reprisals from their home departments or schools. The Dean of the Life Sciences has promised to help work out such a formula on an ad hoc basis.
- 3) Cultivate researchers from the health sciences by establishing programs that link north and south campus. Contact should be made with the heads of schools and departments to provide them with information on the CSW. Progress has already been made in this direction with the School of Public Health.
- 4) Raise the maximum minigrant to \$5,000. Such an increase might well encourage health science researchers to apply for minigrants and would also increase the pool of applicants from the Humanities, Arts and Social Sciences.

5) Encourage humanities researchers to apply for the National Endowment for the Humanities Summer Seminars for College Teachers and Institutes for Secondary Teachers as well as grants to fund conferences.

6) Move towards Center-based grants to fund CSW conferences and collaborative research projects. So far, only one Center-based grant, the Ford Ethnic Women award (FEW), has gone forward. Center-based grants have the advantage of benefiting all CSW faculty and enhancing the unit's national reputation and visibility.

B. Researchers Affiliated with the CSW

From its creation in 1984, the CSW has housed programs which allow scholars to participate in the Center's research activities. These are 1) Research Scholars (previously known as Research Associates), 2) Affiliated Scholars, 3) Visiting Scholars, and 4) the President's Fellowship Program.

1) Research Associates/Scholars

Research Associates (academic title without salary) "work collaboratively with CSW staff or UCLA faculty on research proposals, funded projects or Center-based projects." In the spring of 1989, the Executive Committee decided to limit the title Research Associate to scholars employed on contracts or grants brought through the CSW. The Research Scholar category was then created to provide a Center affiliation and title for established scholars not funded on extramural projects. Both types of researchers receive library privileges, stationery, access to OAC computer resources, opportunities to participate in all Center activities, and assistance in developing proposals. Generally there have been about five research scholars each year. Four tend to be reappointed year after year and have become a part of the CSW community. There are currently no Research Associates, nor have there been since 1990.

2) Affiliated Scholars

In 1986, the CSW Advisory Committee created the Affiliated Scholars Program. It was 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 was 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." The CSW provides Affiliated Scholars with a library card, stationery, access to OAC computer resources, and help obtaining extramural funding. In 1988, the CSW organized a symposium at which

the Affiliated Scholars presented their work. Usually a social event is organized in the fall quarter to introduce the scholars to UCLA. Affiliated Scholars are also invited to all CSW events. The Affiliated Scholars Committee, made up of five faculty and one Affiliated Scholar, meets in the spring to select the scholars for the next academic year. Applicants are asked to provide their CV, describe their research project, indicate a UCLA faculty mentor if possible and the likelihood of their obtaining extramural funding.

Applicants to the Affiliated Scholars Program are frequently appointed in the Research Scholar category when it is more suitable. The program is advertised in Women's Studies Programs and Ethnic Studies Centers throughout the Western United States. Table 3 provides a picture of the evolution of the program. More detailed information concerning the research interest of individual Affiliated Scholars can be found in the annual reports.

Table 3
Affiliated Scholars

	<u>Applicants</u>	<u>New</u>	<u>Reappointed</u>	<u>Total</u>
1986-1987	21	6	-	6
1987-1988	?	8	5	13
1988-1989	14	7	5	12
1989-1990	15	7	3	10
1990-1991	5	3	4	7
1991-1992	6	5	2	7

Source: CSW Files

3) Visiting Scholars

The title Visiting Scholar was created in 1986 and was designed to offer established scholars doing research in Los Angeles the possibility of affiliation with the CSW. In 1986-1987, there were four such Visiting Scholars including Gerda Lerner and Tillie Olsen. In 1987-1988, there were nine Visiting Scholars, among them Mary Gordon. In 1988-1989, five Visiting Scholars were appointed. Since 1989, only one Visiting Scholar has been appointed.

4) President's Fellowship

In 1990-1991, the Center participated in the University of California President's Fellowship program. Jacqueline Bobo, University of North Carolina, Chapel Hill, was selected as a President's Fellow and began her affiliation with the Center in 1991-1992. Her fellowship was subsequently renewed for 1992-1993.

Future Development

Among the CSW's original goals was the "constitution of a research center which would attract scholars from outside UCLA." The Affiliated Scholars Program would appear to be designed to fulfill this goal. But since 1990, the number of applications has dwindled. The lack of a stipend probably explains this decline. According to the first annual report, the Affiliated Scholars Program was to seek outside funding as soon as possible, but this has not occurred. In the future, the CSW should strive to find such outside funding. Stipends or fellowships could be written into Center-based extramural grants. Such stipends would attract young scholars interested in the subject of the grant thereby assuring that the scholars are integrated into the intellectual life of the CSW.

The Visiting Scholar title should be revived. It in fact describes the situation of several Affiliated and Research Scholars appointed for 1992-1993. Also, the distinctions between all these categories should be clarified. Scholars who apply to the Affiliated Scholars Program are frequently referred to the Executive Committee and appointed as Research Scholars. Other than the age of the individual, there appears to be no clear distinction between Affiliated Scholars and Research Scholars.

III. PROGRAMS

Most of the Center's activities come under the rubric of "programs." It is helpful to bear in mind that at the CSW "programs" is multifaceted and describes one-time public conferences (e.g., The Black Madonna [1986]; Learning from Latin America [1992]), ongoing speakers' series (e.g., Feminist Research Seminar), the Graduate Student Program, and small research groups (e.g., Gender and Politics; Gender, Race and Science).

A. Graduate Program

In 1989-1990, the Advisory Committee decided to create a program designed to draw graduate students into the life of the CSW and provide them with opportunities to present their research and acquire small travel grants. The first Graduate Committee was chaired by Professor Kathryn Norberg and organized one event in 1989-1990. For the past three years, Professor Ellen Dubois has chaired the committee and the scope of the program has grown enormously. The Graduate Program now has approximately 334 graduate students on its mailing list. This list is currently being checked against Graduate Division records, but it is still out of date and incomplete. The list does not contain the departmental affiliation of all graduate students. Consequently, the data given in the table below is summary at best.

Table 4
Graduate Students' Affiliation

English	41	GSAUP	11
History	38	Social Welfare	8
Sociology	22	Comp. Lit.	6
Public Health	19	Poli Sci	6
Art History	18	Classics	5
Anthropology	17	Miscellaneous	42
Film and TV	17	Unknown	69
Psychology	15		
TOTAL	334		

Without comparable statistics on the distribution of female graduate students across the UCLA campus, these figures don't mean much. However, they do give rise to two observations: 1) the prominence of English and History is far from surprising given the size of these two departments and their long standing tradition of feminist scholarship; 2) graduate students tend to come from the same departments as CSW Graduate Committee members indicating that word-of-mouth, not mailings or posting of announcements, brings graduate students to the CSW.

1) Travel Grants

In 1990-1991, the Graduate Committee began making small (\$400 maximum) travel grant awards available on a competitive basis. Funds provided by the Friends of the Center for the Study of Women allowed graduate students to travel to collections for research purposes and to give papers at academic conferences. A subcommittee of the full Graduate Committee meets three times a year to make awards. Most applications are submitted in the fall and especially the winter quarters. The following table shows the evolution of the travel grant competition.

Table 5
Graduate Student Travel Grant Awards

	<u>Applicants</u>	<u>Awards</u>	<u>Total Funds Awarded</u>
1990-1991	57	16	\$4,600
1991-1992	29	14	\$3,300
1992-1993*	25	13	\$3,058

*This includes only the fall and winter applicants.

The departmental affiliations of the travel grant applicants tend to support the findings in Table 4. The applicants come in rank order from the departments of History, English, Sociology, Anthropology, Psychology, Film, Education and a scattering of other schools and departments.

2) Events

Along with the travel grant competition, the Graduate Committee also sponsors two events--both social and professional--and a Graduate Student Research Conference. This conference usually occurs in either April or May and allows feminist graduate students from an array of departments to present their work to the UCLA community. In 1990-1991, 33 students submitted abstracts for presentation at the Graduate Student Research Conference and all were placed on the program. In 1991-1992, 41 graduate students submitted abstracts (indicating rising interest in the conference) and 36 presented papers at the conference. The conference programs can be found in the annual reports for 1990-1991 and 1991-1992.

3) The Wollstonecraft Prize

The Center presents an annual award, the Mary Wollstonecraft Prize, for the outstanding dissertation that concerns women or gender which makes use of historical methods and materials. The prize was established in the amount of \$1,000 by the Edwin and S. Barbara (Penny) Kanner Endowed Funds for the Mary Wollstonecraft Prize. (One of the restricted funds of the Friends of CSW.) The Prize has been awarded since 1988. A faculty member, usually the dissertation advisor, nominates a thesis for the award. Usually the CSW receives no more than five such nominations a year. For a detailed description of each awardee and her work, see the annual reports.

Future Development

The Graduate Program has been successful in bringing together students from a wide range of departments on a campus that makes such community-building difficult. However, the program could extend its outreach into the professional schools, specifically the Schools of Public Health, Theater, Film and TV, Education, Nursing and Social Welfare. It could also intensify its efforts within the College of Arts and Letters.

At the same time, fundraising for the graduate travel grants should continue, indeed accelerate as the promised budgetary cuts make it unlikely that the program can be funded at current levels with 1990 funds. The Wollstonecraft Prize and the Jean Stone Fellowship Endowment show that private funds can be mobilized for the graduate program. With luck, the size of individual travel grants could be increased and eventually an endowed fellowship could be offered.

In the near future, the UCLA Women's Studies Program will offer an M.A./Ph.D. with a concentration in Women's Studies. At present, the Graduate Program provides emotional support and community-building to UCLA graduate students. With the appearance of the Women's Studies Graduate Program the CSW may want to change the focus of its graduate effort.

B. Conferences, Workshops and Speakers' Series

One of the chief activities of the CSW has been to conceive and mount large, public events that enrich the UCLA community's knowledge of feminism and feminist scholarship. The annual reports describe a number of these events, many of which were funded with extramural grants. The major conferences and events organized by the CSW (and not just cosponsored) appear in Table 6 below.

Table 6

Conferences, Forums and Workshops Organized by the CSW*

- 1985 Public Conference: "The Dark Madonna" (Funded by the NEH)
- 1986-1987 Public Conference: "Women: Culture, Conflict and Consensus" (UC Council of Women's Programs)
- Workshop: "Women and Work I" (Cofunded with ISSR)
- Workshop: "Older Women: Creative Alternatives in Health and Housing" (Academic Geriatrics Resource Center)
- 1987-1988 Public Conference: "Difference and Diversity: Implications for Research on Women" (Annual Conference of the National Council for Research on Women)
- Public Conference: "The Way We Look, The Way We See: Art Criticism in the 90's" (Organized through the Los Angeles Women's Building)
- Workshop: "Women and Work II" (Cofunded with ISSR)
- 1988-1989 Public Conference: "Capitalist Development and Women's Liberation" (Organized in conjunction with the Center for Social Theory and Comparative History; CSW Gender and Politics Project)
- Summer Seminar for College Teachers: "English Romanticism and Gender" (Professor Anne Mellor; funded by NEH)
- Workshop: "The Status of Women in Korea and the U.S." (UCLA-EWHA Cooperative Research and Faculty Exchange)
- 1989-1990 Public Conference: "Women and the French Revolution" (Funded by the Florence Gould Foundation; UC Irvine Humanities Institute)
- Forum: "The Housing Crisis for Women" (CSW Gender and Public Policy Project)

Forum: "Revisioning Education: Knowledge and Action for the Twenty-First Century" (CSW Gender and Public Policy Project)

Symposium: "A Conference on Domestic Workers: A Feminist Perspective" (CSW Gender and Politics Project; funded by the Deans of Life Sciences and Social Sciences)

1990-1991 Workshop: "The Construction of Gender and Sexuality in East and Southeast Asia: An International Workshop" (Organized by Professor Francesca Bray; funded by the UC Center for Pacific Rim Studies)

Public Conference: "What Ever Happened to Women's Liberation? Rethinking the Origins of Contemporary Feminism" (CSW Gender and Politics Project; funded by the Deans of Life Sciences and Social Sciences)

1991-1992 Public Conference: "Learning from Latin America: Women's Struggles for Livelihood" (Organized by Professor John Friedmann; funded by NSF, Ford Foundation, MacArthur Foundation and InterAmerican Foundation)

*This table does not include the annual Graduate Student Conference

In most cases, it is impossible to tell how many individuals attended these conferences. Few conferences had formal registration. The February 1987 University of California Council of Women's Programs held at UCLA attracted 450 scholars from throughout California. Workshops like "The Construction of Gender and Sexuality in East and Southeast Asia" attracted far fewer scholars; indeed they were designed to foster research among a defined group of researchers.

The quality of these conferences cannot be quantified. Most saw the presentation of original research and the opening of new avenues of inquiry. The quality of the CSW conferences may be judged by the publications to which these conferences have given rise. These are listed in the section of this report entitled "Publications" and also in the annual reports.

Between 1986 and 1988, the CSW organized a speakers' series entitled "Women, Culture and Society" in conjunction with the UCLA Women's Studies Program. In 1988, responsibility for the this series passed to the Women's Studies Program which also took on the coordination of Women's History Month events.

C. Cosponsored Events

Since its creation in 1984, the CSW has cooperated with other units on campus and shared the cost of speakers and conferences. In 1991-1992, for example, approximately \$1,000 was allocated by the

Programs' staff to other campus units. Usually this money went to events conceived and organized by the other units, events into which the CSW had little or no input. A list of all the cosponsored events appears in the appendices of the annual reports. Between 1986 and 1993, the CSW cosponsored events with the Institute for Industrial Relations, the Institute for Social Science Research, the Women's Studies Program, the Center for Afro-American Studies, the Center for Chicano Studies, the Center for Pacific Rim Studies, and the Departments of History, English, Spanish, Sociology, and Anthropology.

Future Development

While the number of conferences that the CSW has organized since 1984 is impressive, they have tended to become smaller in size, with workshops aimed at specific groups of faculty predominating over large public conferences. Also, as Table 6 shows, most of the conferencing going on at the CSW was the work of the individual projects (e.g., Gender and Public Policy; Gender and Politics). It may be time for the CSW to organize a large public conference that brings together all UCLA feminist scholars and involves the Los Angeles community as well.

Table 6 also reveals that most of the conferences organized by and cosponsored by the CSW have focused on the Social Sciences while virtually ignoring the Arts and Humanities. Indeed, the CSW has sponsored only two conferences directed at the Arts and the Humanities ("The Way We Look, The Way We See" [1988] and "Women and the French Revolution" [1989]) since its inception, a curious situation given the number of feminists in the Humanities and the importance of conferencing to the Humanities in general. The Feminist Research Seminar has also concentrated heavily on the Social Sciences.

In 1992-1993, a new speakers' series was created which will serve primarily--though by no means exclusively--the Humanities and Arts. In the spring of 1992, the CSW sponsored a "Conference Call" competition in lieu of the usual minigrant competition. Three proposals were submitted and a total of \$9,000 was distributed to two projects. One of these projects was the Feminist Theory Speakers' Series organized by Professors Janet Bergstrom and Anne Mellor which was designed to make feminist criticism visible on the UCLA campus and draw graduate students and faculty from the Humanities and Arts into the CSW. The series is too new to be evaluated.

In 1992-1993, the CSW also assumed responsibility for coordinating the new Lesbian and Gay Speakers' Series. This series sponsors or cosponsors approximately five presentations a quarter. It is unprecedented at UCLA and brings visibility to an underserved segment of the UCLA and CSW community. The CSW cannot, however, continue to coordinate this series indefinitely nor does the series

in and of itself meet the needs of UCLA's Lesbian and Gay communities. Only the creation of a Lesbian/Gay Resource Center and a Lesbian and Gay Studies Program would provide the institutional framework for this important intellectual movement.

In 1988, responsibility for coordinating both Women's History Month activities and the Women, Culture and Society Speakers' Series passed to Women's Studies. In 1992-1993, however, Director Norberg decided that the CSW needed to take more responsibility for the organization of Women's History Month and alleviate the burdens of the small Women's Studies Staff (2 individuals).

Consequently, in March 1993, the CSW, in cooperation with the Women's Studies Program and the Women's Resource Center, organized a number of events meant to attract not just CSW faculty, but also graduate students and undergraduates. Women's History Month constitutes an excellent opportunity for the CSW to make itself available and useful to the broader community of women at UCLA. On March 1, 1993, the CSW sponsored a reception for all women at UCLA. The CSW also funded and organized presentations by Professors Peggy Sanday (University of Pennsylvania), Susan Okin (Stanford University), Mary Daly (Boston College) and poet and theorist Gloria Anzaldua as well as paid for a special Women's History Month Calendar which made these events visible to the UCLA community.

The CSW continues to welcome opportunities to cosponsor events with other UCLA units. However, since 1992, the CSW has been more active, seeking out cosponsorship and acquiring--not just giving--support for speakers and events.

D. Feminist Research Seminar

The Feminist Research Seminar was created in 1986 (under the name of the Faculty Research Seminar on Women) and is sponsored by the CSW and Women's Studies. A faculty member from each program serves as a convener and organizer. This series consists of six UCLA faculty presentations per year, and participants are asked to "join" the seminar by paying \$25 (\$10 for graduate students) for the duplication and circulation of materials. Between 1987 and 1992, membership has remained steady at about 90 according to the annual reports.

Attendance, however, has varied a great deal. Beginning in 1988-1989, those who attended each seminar were asked to put their names on a sign-up sheet. Table 7 gives a sense of how much attendance varied in each year. One should bear in mind, however, that this is only a rough approximation of attendance. Not all those who attend sign the roster.

Table 7
Feminist Research Seminar Attendance

Session	I	II	III	IV	V	VI
1988-89		15		34		
1989-90	40	23	50	12	6	12
1990-91	18	13	31	28	14	15
1991-92	38	32	61	28	23	16

What do these figures indicate? If one assumes that attendance is partially determined by the speaker, then it is clear that speakers who are visitors, affiliated scholars or lecturers fare poorly because they are unknown to the UCLA community. There are two notable exceptions: the seminars given by Lillian Faderman and Sandra Harding, both nationally known feminists who attracted extraordinarily large audiences. Also, newcomers to the campus do not attract a large audience nor do faculty from the Health Sciences. Established professors from English do the best of any speakers.

Using the sign-up sheets as a source, 33% of attendees are ladder faculty with Affiliated Scholars and graduate students (in particular the latter) making up the bulk of the audience. Some names appear repeatedly on the lists (Jacqueline Goodchilds and Anne Mellor are the most loyal faculty members of the seminar) indicating that a core group of about 10 faculty does exist. This group, however, does not include most members of the Advisory Committee or most of the individuals who belong to the seminar. When one scrutinizes the lists of people who sent in their \$25 for papers or (after 1990) materials, one finds that this is a very different group of individuals. Graduate students still account for approximately half of those who join. But 20% of the members are administrators (Deans, Provosts, Vice Chancellors) whose membership is largely proforma and who have never attended a seminar. Another 25% of the members are never seen at the seminars and usually change from year to year. Table 8 gives the total number of paying members for each year.

Table 8
Feminist Research Seminar Membership*

1987-1988	80 members
1988-1989	100 members
1989-1990	76 members
1990-1991	84 members
1991-1992	77 members

Source: CSW Files

*Note: These figures do not reflect actual attendance at the seminar, just those who paid to receive materials.

As Table 8 shows, 1989-1990 witnessed a slight decline in the number of members, a decline which has basically continued ever since. The obvious explanation is that in this year the CSW ceased sending out completed papers in favor of "materials" that related to the speaker's topic. Since most of the individuals who subscribe to the series do not attend, it is understandable that some would no longer be willing to "join." It is not clear how much significance to attach to this trend, since individuals who join the seminar rarely attend.

E. Brown Bag Lunch Series

In 1991-1992, Director Helen Astin created the Brown Bag Lunch Series. Initially, UCLA faculty members gave presentations at these weekly luncheon events. A list of the presenting faculty can be found in each annual report. The format proved problematic, however. The difference between the Feminist Research Seminar and the Brown Bag Series was not clear. Faculty attendance was sometimes low. Many participants found that they could not purchase their lunch and make it back to the session before it ended.

Consequently, in 1992-1993, the format for this series has been changed. A light lunch is now served, and speakers are drawn from outside UCLA. Usually they are either scholars visiting UCLA or scholars from nearby campuses. Part of the purpose of the Brown Bag Lunch Series is to maintain contacts with our sister programs at USC, the other UC campuses and the State College system. Just how this format will work has yet to be seen. A list of the speakers for winter and spring 1993 is included in the CSW Master Calendar.

F. Projects and Programs within the CSW

1) Gender and Politics Project

In 1988-1989, Professor Ellen Dubois, Department of History, was awarded funds by the Deans of the Social and Life Sciences to direct an interdisciplinary focus group on women and politics. In May 1990, this group presented a one-day symposium on domestic labor entitled "A Conference on Domestic Workers: A Feminist Perspective" and in May 1991, a two-day conference entitled "What Ever Happened to Women's Liberation? Rethinking the Origins of Contemporary Feminism." In 1991-1992, funding for this project was renewed. Also in 1991-1992, Professors Dubois and Pateman were awarded a CSW minigrant to fund preliminary research for a conference on the history of women's suffrage. During the fall of 1992, the Gender and Politics Project brought two speakers to the UCLA campus who spoke within the context of the Brown Bag Lunch Series and Professor Dubois' course on the history of sexuality. It is hard to tell just how many individuals have participated in this program over the years. The "What Ever Happened to Women's Liberation?" was an extremely popular event, filling Dodd 120 which holds about 150 people.

2) Gender and Public Policy Project

In 1989-1990, Professors Helen Astin (Education), Thelma Estrin (Engineering) and Jacqueline Leavitt (Urban Planning) formed a collaborative research group to organize public forums on Gender and Public Policy. This focus group received a CSW minigrant for 1989-1990, and thereafter \$1,500 was allocated to this project in the permanent 1990 budget. The first forum was entitled "The Housing Crisis for Women: Making the Links with Services, Employment and Child Care" (October 26, 1989), and the second was called "Revisioning Education: Knowledge and Action in the Twenty-First Century" (February 22, 1990).

3) New Programs

In 1992-1993, several new programs appeared under the CSW umbrella. The Feminist Theory Speakers' Series, chaired by Professors Janet Bergstrom (Film) and Anne Mellor (English) was awarded funds in the 1991-1992 conference call competition. This series will make feminist theory visible at UCLA and serve the intellectual needs of a varied audience but principally the faculty in the Arts and Humanities. It is too soon to evaluate this series. The CSW also began coordinating the Lesbian/Gay Speakers' Series.

In 1993-1994, a new Race, Gender and Science Project chaired by Professors Sandra Harding (Philosophy) and Sharon Traweek (History) will come into being. With funds provided by the Department of Philosophy from the Flint Endowment, this group will create a community of southern California scholars interested in the intersections of race, gender and science.

The Director is also working with a number of faculty from the School of Public Health to establish a Women's Health Program which would facilitate grant writing and networking within UCLA on women's health issues.

IV. PUBLICATIONS

According to the original proposal, one of the goals of the CSW is to "disseminate feminist research to the community." Publications would appear to do just that. To date, CSW publications have consisted of a Newsletter, faculty directories, conference proceedings, and bibliographies drawn up by the FEW/CWIP Project.

A. Directories and Newsletters

In 1989, the CSW published Research on Women and Gender: A Directory of UCLA Scholars, and in 1991 the larger undertaking, Research on Women and Gender: A Directory of UC Scholars, was completed. These directories provide the names, addresses,

publications and a brief summary of ongoing research by UC professors. The data was gathered through a series of surveys and letters. Funding for this latter project was provided by the Office of the President.

In 1987, the CSW began to publish a Newsletter each quarter to chronicle the activities of the CSW and make them known to feminist faculty and the broader UCLA community. These Newsletters contained faculty profiles, grant information and descriptions of recent CSW events. Getting the Newsletter out in a timely fashion always posed a problem. In the fall of 1992, the Newsletter assumed a new format and ceased functioning as a means of advertising CSW events, past or future. The focus of the fall issue was new faculty and new programs. Future issues will be organized around issues (e.g., Women's Health) and present research advances in these areas at UCLA.

In the winter of 1993, the CSW published a "Master Calendar" or calendar of events for two quarters. This calendar replaces the Newsletter as a means of advertising events and presents the public with an overview of the many activities sponsored and cosponsored by the CSW.

B. Conference Proceedings

The CSW has also sponsored conferences that resulted in publications. The "Women: Culture, Conflict and Consensus" conference (1987) led to a publication entitled Across Cultures: The Spectrum of Women's Lives (Emily Abel and Marjorie Pearson, eds., New York: Gordon & Breach Publishers, 1989). Summer of 1988 brought the publication of ten Women and Work conference papers in a volume cosponsored by the Institute for Industrial Relations. The 1989 conference, "Women and the French Revolution," resulted in the publication of the proceedings in a volume entitled Rebel Daughters (Leslie Rabine and Sara Melzer, eds., Oxford University Press, 1991). John Friedmann is currently working on the translation of the conference proceedings for "Learning from Latin America: Women's Struggles for Livelihood" (1992).

C. FEW and CWIP Project Bibliographies

Publication is not the only means employed by the CSW to disseminate research on women and gender. The CSW has served as the home to the FEW/CWIP Project which seeks to integrate materials on minority women into the curriculum at UCLA. Numerous UCLA faculty and graduate students have participated in the seminars sponsored by the FEW and CWIP Project. The Project has assembled a database of bibliographic and film materials about Black, Hispanic, American Indian and newcomer Asian women of over 4,000 items. It has also reached outside the UCLA Community. With the help of a grant from the American Council of Learned Societies, former Director Rowe now heads the Humanities Educational Leadership Project (HELP) which

aids Los Angeles High School teachers in developing more ethnically diverse curricula. The CSW provides space for weekly meetings of LA Unified teachers and project personnel.

Future Development

A part of the CSW's charge as an ORU is the dissemination of research and the "publishing of women's studies journals." With the UCLA and UC Directories completed, the CSW should probably look toward new publication projects. One possibility is bringing Signs to the campus. The CSW would appear to have the resources for this endeavor. Another possibility is the organization of a working paper series or a series of published lectures. The CSW should continue to sponsor conferences that result in collective volumes. In any case, the CSW should make its researchers' work available beyond UCLA and thereby enhance its national visibility and reputation.

V. ADMINISTRATION AND OPERATIONS

A. CSW Committees and Governance

The CSW is administered by the Director and the Associate Director. Their work is overseen by the Faculty Advisory Committee. This committee meets approximately once a quarter and its Chair plays an important role in determining CSW activities and policy. In 1988, in order to facilitate consultation, an Executive Committee was created which meets between two and three times a quarter. The Executive Committee consists of five or six faculty from the larger Advisory Committee and deals with emergencies, staff problems and faculty personnel reviews.

A series of subcommittees carry out the business of the CSW. There is a Research Committee, a Graduate Committee, an Affiliated Scholars Committee, a Wollstonecraft Committee, a Publications Committee, a Feminist Research Seminar Committee, a Computer Committee and a Development Committee. Each committee is staffed by five faculty members, sometimes more. How often these committees meet varies a great deal. The Research Committee has always met only once or twice a year to judge the minigrant competition. The Graduate Committee has met much more frequently with its Travel Grant Subcommittee meeting three or even four times annually. The Affiliated Scholars Committee has met twice: once in the spring to award the affiliated scholar positions and in the fall at a social event to welcome new affiliated scholars. As for the Development Committee, its activities are much more irregular, and the Computer Committee disappeared in 1988. Along with these committee meetings, there are frequent meetings of projects like Gender and Politics.

Clearly, the CSW has a lot of committees which either encourages collective decision making or cultivates excess work, depending on

the faculty member to whom one talks. Generally, CSW faculty have been remarkably generous with their time. A list of the hardworking committee members can be found in Appendix IV. Special thanks should also go to former Directors and Acting Directors Karen Rowe, Helen Astin, Carrie Menkel-Meadow, Anne Peplau and Julia Wrigley.

In an era in which UC faculty complain about too much administration, the CSW would appear to be guilty. Between 1988 and 1990, the CSW had two Co-Directors and an Associate Director. In 1991-1992, Acting Director Helen Astin decided to forego an Associate Director, a move that Director Norberg has followed. Funds previously used to compensate the Associate Director were used in 1992-1993 to fund a minigrant competition.

At a time when UC faculty also complain about too much committee work, the CSW would appear to be very guilty. The multiplicity of subcommittees is striking, though some (e.g., Computer, Development) have either disappeared or failed to meet regularly. Surely, faculty time could be saved by some consolidation. Also, the multiplication of subcommittees diminishes the role of the Advisory Committee and encourages division within the CSW.

The members of all CSW committees are chosen by the Director in consultation with the Chair of the Faculty Advisory Committee and the Executive Committee. Formal appointment to the Advisory Committee comes through the Dean. Generally, the Director tries to achieve a disciplinary balance with all schools and departments represented. At the same time, the CSW has generally tried not to overburden Assistant Professors, and most Advisory Committee (though not subcommittee) appointments have been of the Associate and Professorial rank.

A comparison of the faculty on the CSW Advisory Committee and subcommittees with those who attend the Faculty Research Seminar, the Graduate Conference and other CSW events leads to an interesting observation. Those who govern and those who attend the events are not always the same. Nor are those who bring the most extramural research dollars into the CSW those who actually govern the unit.

Future Development

The CSW is committed to collective decision making and feminist process. It is not clear, however, that the current multiplicity of committees serves that purpose. Moreover, the work of the Advisory Committee could be made more meaningful. In the past, the Advisory and especially the Executive Committees dealt with the details of Center management and immediate problems. The overall direction of the Center was determined by the Director until 1988. At that time, a series of Interim Directors took charge who did not feel empowered to make such decisions. In consequence, the CSW drifted.

The determining of the Center's focus is the work of the Advisory Committee and cannot and should not be done by the Director. The Advisory Committee must become more involved in the setting of long range goals and priorities. If the CSW is to acquire a clearer identity and more focus in its programs, the Advisory Committee must do the difficult work of establishing priorities and setting long range goals.

B. Director and Associate Director

In 1988, founding Director Karen Rowe stepped down and a national search for a new Director was initiated. This search for a senior feminist scholar of national stature went on for two years, and produced a candidate but not an appointment. In 1990, the UCLA administration refused to reallocate the FTE and only an internal search was authorized. In the spring of 1992, Professor Kate Norberg was chosen as the new permanent Director.

In the years between 1988 and 1992, the CSW had no permanent Director. This period of flux probably damaged the unit by creating an ongoing climate of uncertainty. The appointment of a new Director provides only a temporary solution to this problem because the period of service is only three years. Consequently, the CSW will have to look for a new Director again in the near future.

Future Development

The CSW needs a permanent Director who is a senior scholar with a national reputation. Such an appointment would bring immediate benefits (national visibility, on-campus prestige). It would also do much to enhance the reputation of the unit at UCLA where unit Directors are often too closely identified with the unit. While it is highly unlikely that the CSW will be allocated a senior position in the current budget crisis, this situation will not prevail forever. The CSW should demand that the UCLA administration restore the FTE Director position so that once the budget improves, the CSW is first in line.

C. Internal Organization

Over the course of its history, the CSW has undergone numerous changes in its staff patterns and staff personnel. At its largest in 1989-1990, the CSW had 4.75 FTE career positions, a half-time casual editor's position and 13 student assistants, both graduate and undergraduate. The FTE's consisted of a 1.0 FTE Assistant to the Director, a 1.0 FTE Administrative Analyst who dealt with the finances and personnel (this person only worked three-quarters-time, although a full 1.0 FTE position was retained in the budget); a 1.0 FTE Administrative Assistant I, two .5 FTE Directors of Programs, and a .75 FTE Computer Specialist. Altogether, 20 people worked in the CSW office.

In 1991-1992, a major reorganization of the staff and restructuring of the budget took place. Between February and April, the editor, the computer specialist and the two half-time programs staff were laid off. This reorganization reduced the staff to 3.0 FTE career positions, that is a 1.0 FTE Assistant to the Director, a 1.0 FTE Administrative Analyst and a 1.0 FTE Administrative Assistant I. (The .25 FTE salary savings from the Administrative Analyst is used to employ casual assistance.) Currently, 5 student assistants are employed at the Center. The loss of these career positions resulted a savings of \$60,000 in the permanent budget. Approximately \$53,000 has been retained and reallocated to support programs, speakers' series and conferences as well as publications.

The CSW now has what the Director and Assistant to the Director regard as a staffing pattern consistent with the extramural funding of the unit and the typical work load. The internal organization of the CSW is now much simpler and clearer, and the need for time-consuming coordination and duplication has been eliminated. Decisions are made consensually on a daily basis with input from every staff member. When problems do arise, responsibility ultimately rests with the Assistant to the Director, but everyone talks it over and deals with the situation. Here, briefly, are descriptions of staff positions.

1) Assistant to the Director

This position has been extremely problematic for the CSW. Five women have filled this position since 1987. Conflicts between Directors and Assistants have been recurring and the last Assistant remained for only eight months. This is, however, an extremely important position, for the Assistant to the Director oversees the internal functioning of the CSW, helps faculty process grants, organizes programs and contributes to the Newsletter and other CSW publications. She also helps with fundraising and the activities of the Friends of the Center for the Study of Women. She is the "center" of the Center, the individual who, after the Director, is responsible for the unit.

In August of 1992, Dawn Waring assumed the post of Assistant to the Director. With a Ph.D. in Ancient Near Eastern Languages and Literature, a record of feminist scholarship, experience as Interim Director of Women's Concerns at Fuller Theological Seminary, a distinguished teaching record and three years as the Director of the Pasadena YWCA Rape Crisis Center, Dawn appears to have the perfect combination of scholarship and activism for this post. She also possesses other talents: she writes and edits the CSW Newsletter and other publications, deals with the computer database which holds our mailing lists, arranges speakers' series, helps individuals find funding, works with the CSW Friends group, coordinates the new Lesbian & Gay Speakers' Series, manages the CSW office and stuffs envelopes in a pinch. Her connections within the

feminist community in southern California are considerable, and she brings a real knowledge of academic feminism as well as patience, charm and warmth to her job.

2) Administrative Analyst

Van Do-Nguyen, the Director of Operations (Administrative Analyst), has been with the CSW virtually since its creation. As the Center has grown, Van's tasks and duties have expanded and changed, and she was reclassified as an Administrative Analyst in 1991. Van administers all of the finances of The Center including extramural grants, intramural grants, the Friends' Foundation Funds, the CSW payroll and personnel matters. Van is indispensable to the operation of the CSW. She currently works 75% time in order to accommodate childraising and a long commute.

3) Administrative Assistant I

The Administrative Assistant I plays a more important role at the CSW than her title indicates. She answers the phone, makes arrangements for the various speakers' series and Feminist Research Seminar, handles some portion of payroll and assists both the Assistant to the Director and the Administrative Analyst. She also helps at the Friends of the CSW fundraising events. The current Administrative Assistant, Edeliza Tumbucon, carries out functions that go beyond her job description. She is extremely efficient, reliable and talented; she has made herself indispensable. Her position should be reclassified as Administrative Assistant II.

Future Development

At the time of the reorganization, Director Norberg considered consolidating the two half-time programs positions into one full-time position with less demanding duties. The current budgetary uncertainty, underscored by a hiring freeze in Letters and Science, have persuaded the Director and her Assistant that any decisions in regard to hiring must be postponed in the interest of fairness to the prospective employee. Also, the direction of the CSW is not yet clear. Still, the CSW may well need to create a new staff position in 1993-1994. The salary savings generated by the 1992 reorganization must remain in the CSW 19900 budget in order for this to be possible.

For the time being, the most important staff problem facing the CSW is keeping the current staff. Not only will the staff not receive a salary raise this year, they will probably have a salary cut--a situation that is very bad for staff morale. Also, University personnel procedures make it difficult to reclassify the Administrative Assistant's job so that she can be remunerated appropriately for the work she does. The Director, Assistant to the Director and Administrative Analyst are currently working on this problem.

D. Space

The CSW offices are currently located in Kinsey 276 (main office), Kinsey 251B (Administrative Analyst), Kinsey 288 (Director and Assistant to the Director) and Kinsey 255 (offices for principal investigators, CWIP Project participants, etc.).

The CSW needs to consolidate its space and bring all staff to the north wing of Kinsey Hall. Such a consolidation would make the unit much more efficient and eliminate time wasted walking up and down the hall. The Women's Studies Program should also be brought into the north wing of Kinsey Hall. True cooperation between the two programs can only develop when they are in contiguous space.

E. Equipment

The Center's current inventory of computer equipment consists of the following: 1 IBM AT clone, 4 original equipment IBM PCs upgraded with AST Super Paks, 1 IAS computer (an IBM PSII/60), 1 MAC/SE, 1 MAC+ with external hard drive, 1 IBM Quietwriter impact printer, 1 Okidata dot matrix printer, 1 Diablo dot matrix printer, 1 HP LaserJet I printer, 1 HP LaserJet II printer, 1 LaserWriter NTX and 1 LaserJet III. The Center also has 2 IBM selectric typewriters, 1 Panasonic typewriter, 1 IBM Wheelwriter 6 and 1 Wheelwriter 10.

There is only one computer which is sufficiently powerful and has been upgraded. It is located in 251B and is used by all the staff and student assistants. The MAC's are useful but need to be upgraded and the IBM's are so old as to be of little use and hardly worth insuring. The LaserJet and LaserWriter printers were purchased since 1988-1989 and function quite well.

In order to facilitate the preparation of the annual report, all members of the CSW staff have learned WP 5.1. The CSW needs two new computers with super VGA screens. These computers should be located in the Administrative Assistant and the Assistant to the Director's office and linked with one another and the computers in the Women's Studies Program in order to facilitate the preparation of the annual report and the duplication of mailing lists and labels.

VI. AFFILIATION WITH OTHER GROUPS

The Center for the Study of Women maintains ties with a number of groups, both on and off the UCLA campus.

A. The UCLA Women's Studies Program

The most important "partner" of the CSW is the UCLA Women's Studies Program. The Women's Studies Program offers undergraduate courses and confers a major and a concentration. The Women's Studies

Future Development

Cooperation between the CSW and the Women's Studies Program must grow. With the limiting of resources, the two programs must cooperate in order to carry on their vital functions. The CSW and WSP will be drawn closer together when the graduate program now being drawn up by The WSP becomes a reality. At that time, the administrative separation of the two units may have to be rethought.

In the meantime, cooperation between the two units could best be achieved by contiguous space. Were the two units located next door to one another, savings in time and perhaps staff salaries could be achieved. The CSW and the WSP could possibly share an Administrative Assistant position. The CSW could also better function as a resource for the Women's Studies Program, organizing events that would be of interest to faculty, researchers and undergraduates alike.

The CSW must again play a leading role in the UC Council of Women's Programs. With its sister unit, the UCLA Women's Studies Program, the CSW is better funded and better established than some other UC programs. It is also the only feminist ORU in the UC system. As such, it should serve as a resource for the women's programs on other campuses, organizing conferences and providing assistance with extramural funding to all the UC programs.

In general, the CSW should strive to enhance its local and national visibility. It could do so by:

- 1) Establishing permanent contacts and channels of information with other women's units at USC, the state colleges and other local universities.
- 2) Organizing a large public conference or similar event that would make the CSW visible to scholars throughout Los Angeles.

VII. FUNDRAISING

Fundraising at the CSW takes two forms. The first is in cooperation with the Development Officer assigned to the Life Sciences in the College of Letters and Science. The Life Sciences Development Officer helps the CSW find donors to fulfill its long-term fundraising priorities set by the Development Committee, namely an endowed institute, an endowed graduate student fellowship, an endowed chair in Women's Studies, an endowed conference series, an endowed Director's discretionary fund and an endowed faculty research fund.

Second, fundraising occurs thanks to the Friends of the Center for the Study of Women. The Friends were created in June 1986. They support the Center through gifts but especially through annual dues. Mrs. Beatrice Mandel has been President of the Friends since 1988 and is a tireless supporter of the CSW who has given countless hours to the Friends. Also crucial to the success of the Friends have been the members of its Board. They are listed in each annual report. The table below shows how membership in the Friends has varied over the years.

Table 9
Friends' Membership

	<u>Number of Members</u>
1986-1987	17
1987-1988	35
1988-1989	20
1989-1990	62
1990-1991	71
1991-1992	101
1992-1993	79

As far as membership is concerned, the number of Friends has varied but has not grown significantly. A closer scrutiny of the Friends' membership list indicates that while about 60% of the membership renews every year, another 40% changes annually.

In order to educate prospective donors about the programs of the CSW and encourage them to give, the Friends organize events. At the outset, the Friends held only three receptions, public programs or fundraisers a year. Recently, the number has climbed to six. A complete list of Friends' events is included in each annual report.

The Friends have organized two major fundraisers since their inception in 1986. In November 1988, they sponsored a fundraiser at the Beverly Hills Hotel in honor of Director Karen Rowe. The proceeds (approximately \$12,000) were put into a separate restricted fund designated for faculty research. The expenses (\$13,106) were paid by the operating budget of the Center. In May 1992, the Friends sponsored a second fundraiser. The proceeds from this event (\$7,110 less \$2,670 in expenses = \$4,440 net) went into the general/unrestricted foundation fund.

Currently, the Friends have 7 UCLA Foundation accounts (1 general/unrestricted fund and 6 restricted funds) and 1 Regents Various Donors account. Since 1990-1991, the Friends have provided the funds that support the Graduate Student Travel Grants (restricted fund for graduate support). Three other restricted funds should be noted. In 1986, Dr. Penny Kanner began an endowment to fund the Mary Wollstonecraft \$1,000 Prize which is awarded to a UCLA dissertation on women. In 1991, Mrs. Jean Stone made a \$25,000 gift to begin an endowed graduate fellowship and added \$10,000 to that

fund in 1992. The Beatrice and Leonard Mandel fund has also provided research support in the form of a minigrant to six UCLA researchers on the recommendation of the Research Committee.

The Friends were founded in 1986-1987 and brought in \$3,550 that year. At the end of the 1991-1992 fiscal year, the total of all funds in all the Friends' accounts was \$107,841. Table 10 shows how the Friends' funds have grown over the years. It should be noted that these figures include all accounts including the restricted funds such as the Wollstonecraft and Stone endowments as well as interest on all funds.

Table 10
Ending Balance of the Friends' Funds per Fiscal Year

1986-1987	\$ 3,550
1987-1988	\$ 24,581
1988-1989	\$ 41,463
1989-1990	\$ 55,030
1990-1991	\$ 90,449
1991-1992	\$107,841

The following table, Table 11, shows the Friends' income and expenses for each fiscal year for the general/unrestricted foundation fund only.

Table 11
Friends' Unrestricted Foundation Fund--Income and Expenses

	<u>Income*</u>	<u>Expenses</u>
1986-1987	\$ 3,550	
1987-1988	\$ 5,095	
1988-1989	\$ 2,985	
1989-1990	\$15,089	\$14,844.97
1990-1991	\$12,303	\$ 4,617.90
1991-1992	\$17,115	\$12,757.21

*This includes membership dues, gifts exclusive of Stone and Kanner endowments, and income from events.

As Table 11 indicates, the Friends have raised between \$12,000 and \$17,000 a year since 1989-1990. The increase in 1991-1992 can be explained by the fundraiser in that year which brought in \$7,110 less \$2,670 in expenses. Different sums may be given in the annual reports because the reports figure into income restricted funds (e.g., Penny Kanner and, after 1990, Jean Stone.) Those amounts have not been included here nor have transfers between Friends' funds or any carry overs from previous years.

As for expenses, here too the picture is very complicated. Until 1989-1990, the CSW paid the costs of the Friends' fundraising from its operating budget, that is with 19900 funds. Thereafter, the

costs cited in Table 11 include the costs of events, mailings, and graduate assistants whose time was devoted to the Friends.

What is not included in the Friends' expenses is staff time. The CSW staff assists the Friends of the Center by processing their checks, handling the paperwork involved in reimbursement for event expenses, maintaining their mailing lists, sending out mailings, putting together invitations and flyers for events, coordinating the events, drawing up and mailing solicitation letters and providing the assistance of the receptionist at Friends' events (the Assistant to the Director also attends but is not paid to do so). The Administrative Analyst estimates that she currently spends 15 hours a month on Friends' business. The Administrative Assistant estimates that she spends 20 hours a month and the Assistant to the Director also estimates that she spends 20 hours a month. To verify these estimates, we are keeping a log of staff time spent on Friends' events for 1992-1993. Still, the time spent by the Assistant to the Director annually would amount to 12% of her salary or \$5,040. The cost of the Administrative Analyst's time is about \$4,454 annually and the Administrative Assistant's time \$2,143 annually making the total expenses in staff time approximately \$11,637.

This actually represents a decline over past years. Though no logs were kept, it was the policy of the interim Directors in 1989-1991 to ask the Assistant to the Director to spend no more than 25% of her time on Friends' business. That would mean that fundraising cost approximately \$11,200 in the Assistant to the Director's time alone, not including time spent by any other staff member.

The Friends need not burden the CSW staff. They do not make the bulk of their funds from events which are time-consuming to organize and advertise. They make most of their money through the mail, that is by membership dues and the year end solicitation. In 1991-1992, for example, the Friends organized a major fundraiser in May. The benefit raised \$7,110 of which \$2,670 went to expenses. Mail solicitation, however, gained \$11,340 with expenses of only \$3,127. Drawing up, duplicating and mailing letters does not unduly burden the CSW staff and brings much-needed money into the unit.

Future Development

The Friends of the Center for the Study of Women have provided assistance to CSW researchers in the form of minigrants (Mandel fund), graduate student travel grants (graduate support fund) and the Wollstonecraft Prize (Kanner fund). In 1992-1993, the Friends consolidated their donations (Wollstonecraft Prize excepted) into a \$10,000 Director's Discretionary Fund. Such funds may well prove increasingly precious if the budgetary situation deteriorates as promised. The Friends perform a valuable service for the CSW and help further research on women and gender through their generosity.

However, the Friends have drained staff time in the past. The role of the Friends is to support the CSW and not be supported by it. With the reduction in the size of the CSW staff, it can no longer assist in the organization of programs. It would be very helpful if the Friends limited their events to one or two per year and invited their members to attend the conferences and presentations organized by the CSW for faculty and students. In this way, donors could become acquainted with the CSW, and the CSW staff would not be burdened with coordinating additional events.

The new Development Officer for the Life Sciences, Sarah West, has also suggested that the CSW is ripe for the cultivation of large gifts. She has consulted with Director Norberg and President of the Friends, Bea Mandel, and they have all agreed to pursue a more aggressive strategy in this regard for the 1993-1994 academic year. The focus of the Friends may shift from large, public forums to more intimate events at which large donors are informed of the CSW's needs.

VIII. OPERATING BUDGET

As Table 12 indicates, the 19900 budget of the Center for the Study of Women grew steadily from 1984 through 1987-1988.

Table 12
Operating Budget*

1984-1985	\$ 78,286
1985-1986	\$127,133
1986-1987	\$161,925
1987-1988	\$181,847
1988-1989	\$178,976 + \$29,477 overdraft
1989-1990	\$189,529
1990-1991	\$216,533
1991-1992	\$214,951
1992-1993	\$201,126

*All one time allocations such as the \$18,839 given by the Dean in 1989-1990 to cover the overdraft of the fiscal year 1988-1989 have not been included in this table. Also, the above figures do not include sub 0 academic allocations but do include staff merit.

Since 1988-1989 there has been only one augmentation (1990-1991). The 1992-1993 budget sustained a 12% cut which was taken out of salary savings carried over from 1991-1992. This cut will be made permanent in 1993-1994. Further cuts are promised on the order of about 12% at best and 22% at worst.

Future Development

In order for the CSW to develop into an internationally known center for research on women and gender, the CSW needs funding at the current budgetary levels. While it recognizes that the University is in a period of austerity, it cannot suffer cuts without suffering serious damage. Staffing cannot be reduced further without endangering (or eliminating) the functioning of the unit. Programs must continue to be sponsored in order to stimulate research (especially in the Humanities) and profile the accomplishments of UCLA researchers. The UCLA Center for the Study of Women cannot hope to become a leading research unit or play a major role in the Los Angeles and California communities without adequate resources.

IX. MISCELLANEOUS

A. Participation in Academic Personnel Actions

One way that the CSW can promote feminism at UCLA and advance the interests of its core faculty is to participate in reviews for tenure and promotion. The role of the CSW to date has been largely advisory. At the request of a faculty member, an interdepartmental committee is assembled which evaluates the place of the faculty member's work within feminist scholarship.

Future Development

Assisting in personnel reviews is one way that the CSW can contribute to the growth of the feminist community and provide a tangible benefit to its faculty. Any way in which the CSW could enlarge its role in the recruitment, retention and promotion of feminist faculty would be beneficial. Between 1988 and 1990, the CSW Directors met with the Provost of Letters and Science once a quarter to discuss personnel actions within the College. While some doubted the effectiveness of these meetings, they might be reinstated on a less regular basis so that the CSW can function as a watchdog for feminists at UCLA.

B. Visibility

As one can see from the preceding pages, the CSW is the site of an array of activities including conferences, forums and funding opportunities. Still, there is a pervasive view at UCLA that "nothing goes on at the Center for the Study of Women." The CSW is constantly confused with the Women's Studies Program which is perhaps understandable but indicates an ignorance of the CSW's activities. Even some CSW core faculty persist in believing that nothing "goes on" at the Center. The creation of a Master Calendar in 1993 has gone a long way toward dispelling the notion that the CSW is inactive. Seeing all the CSW's activities together conveys the (correct) impression of an active, vital unit.

Future Development

Still, the CSW clearly has to do more to make its activities known and appreciated. The CSW must be more visible to the whole community in order to attract new and younger faculty support and retain it. Publications would also give the CSW both campus and national visibility. Changes in the Newsletter which would make it more of an intellectual forum and less of a chronicle of events is already underway. Other publications should also be contemplated.

C. Faculty Participation and Community Building

Over the years, faculty participation in the CSW has been strong. The Research on Women and Gender: A Directory of UCLA Scholars (1989) lists 154 UCLA scholars whose work deals with women and gender. The 1992-1993 mailing list of "Core Faculty" lists 208 faculty who are regularly notified of CSW events. Those most closely associated with the CSW are those who serve on its Faculty Advisory Committee and subcommittees. In any year, approximately 27 scholars participate in the governance of the CSW. A list of all committee members can be found in Appendix IV.

What departments do these individuals come from? In 1990-1991, for example, 19 of the 27 individuals who served on CSW committees came from the Social Sciences (including Social Welfare). In other words, 70% of the faculty came from Social Sciences with the other 30% being constituted by faculty from the School of Law (3) the Humanities (2) and the Schools of Public Health and NPI (2). Of the 31 UCLA faculty who have served for two or more years on various CSW committees, 22 or 71% come from disciplines traditionally located in the Social Sciences. Only 2 came from medical fields and 7 or 22% came from the Humanities.

Research on Women and Gender: A Directory of UCLA Scholars (1989) indicates that many feminist faculty at UCLA come from social science fields. About 48 individuals (including historians & psychologists) come from departments generally considered a part of the Social Sciences. Another 45 come from departments and schools dealing with Literature and the Arts while 10 are in the School of Law, and another 26 are from Nursing, Psychiatry and an array of Medical School Departments. The rest (25) come from a very wide variety of Programs, Departments and Schools.

Table 13

Specialization of UCLA Feminist Faculty in the 1989 Directory

Social Sciences	48	31%
Literature & Arts	45	29%
Health Sciences	26	17%
Law	10	7%
Miscellaneous	25	16%
TOTAL	154	100%

The above data is not very reliable because 1) it is out of date, and 2) individuals in the professional schools often have Ph.D.'s in fields (e.g., Sociology) not reflected in their departmental affiliation (e.g., Public Health).

This becomes clear when we look at the next index in the Directory (1989) entitled "Field of Specialization." Here individuals have chosen an interdisciplinary area of interest and have often listed themselves in different areas so that they appear in a number of categories. But what strikes one immediately is the large number of scholars interested in Health (35), in various Literatures (31), Psychology (25) and Sociology (15). Since individuals list themselves in several specializations within these categories (one scholar appears under Health, Psychology and Sociology), these numbers have little value as statistics. What they do show is that a substantial portion of the UCLA faculty who do work on women and gender are interested in women's health issues.

If one looks at the Core Faculty mailing list of the CSW which is currently being updated, similar patterns emerge.

Table 14

Disciplinary Home of CSW Core Faculty According to Mailing List

English\Writing Programs	27
History	16
Law	16
Psychology	13
Psychiatry	12
Foreign Languages	11
Sociology	10
Nursing	10
Medicine	9
Education	8
Public Health	8
Social Welfare	7
Anthropology	6
GSAUP	5
Film and TV	4
Miscellaneous	46
TOTAL	208

What emerges here are three strengths of the CSW Core Faculty: 1) the interpretive disciplines, that is the Humanities, 2) a strong faculty commitment to Psychology and Psychiatry, and 3) a strong faculty interest in Health (which also includes Psychiatry).

Numbers are not, of course, everything. UCLA possesses an unusually high concentration of feminist scholars in the Law School. Also, UCLA has outstanding scholars both in the Health Sciences and in the History and Philosophy of Science.

The CSW is fortunate to have such a distinguished faculty of such diverse interests. This intellectual diversity, however, also creates problems and divisions. The Humanists engaged in the interpretation of texts and the Social Scientists engaged in the collection of data have very different intellectual needs even if they share a feminist perspective and politics. The very diversity that makes the CSW an exciting place also makes finding common intellectual terrain extremely difficult.

In general, community building at UCLA is extremely difficult. Faculty commute hours to the campus. Individuals are dispersed and rarely encounter each other. Female scholars are also usually overcommitted. They have greater family obligations and more committee responsibilities than the majority of their male colleagues. Consequently, it is hard to find the time for the repeated interaction that leads to a common intellectual life.

X. SUMMARY OF RECOMMENDATIONS

1. The CSW should a) increase the minigrant maximum to \$5,000, b) cultivate researchers from the Health Sciences, and c) move toward Center-based grants that support the Center's activities.
2. The CSW should try to locate extramural funding for the Affiliated Scholars Program. Clearer distinctions need to be made between the different groups of scholars affiliated with the CSW.
3. The Graduate Program should try to involve a greater range of graduate students.
4. The CSW should mount a major, public conference within the next few years. It should also seek to engage scholars from the Humanities in the work of the CSW and make feminist criticism a visible, intellectual force on the campus.
5. The CSW Advisory Committee should rethink the format and content of the Feminist Research Seminar. It might consider returning to a pre-circulated paper format with a commentator in order to create a core audience and render the series more interdisciplinary.
6. The CSW should expand its publications in order to achieve more campus, local and national visibility.
7. The number of subcommittees within the CSW should be reduced and the Advisory Committee should be more closely involved in setting long term goals and priorities.
8. Less staff time should be devoted to fundraising, specifically to the Friend group. The Friends should move in the direction of mail solicitation and major donor cultivation.
9. The CSW operating budget should undergo no further cuts.

APPENDIX I

CSW EXTRAMURAL FUNDING 1985-1993*

1985-1986

Karen Rowe "The Dark Madonna: Women, Culture, and
Community Rituals"
Del Amo Foundation: \$1,500
California Council for the Humanities: \$7,498

Karen Rowe "Who Cares for the Elderly? Caregiving in
Emily Abel Women's Lives"
Academic Geriatric Resource Center: \$8,534

Jacqueline Goodchilds "Women and Aging: The Older Women's League"
Private Donor: \$5,000

Vickie Mays "A Study of Black Lesbian Relationships"
Chicago Resource Center: \$8,525

1986-1987

Janet Bergstrom "Oral/Video History of Women Film Pioneers"
Elizabeth Montgomery Women in Film Foundation: \$1,500

Gary Richwald "AIDS Education and Risk Reduction"
National Centers for Disease Control: \$7,322

Ed Donnerstein "Sexually Violent Media and Social Behavior"
Neil Malamuth National Institute of Mental Health: \$153,028
Daniel Linz

Jacqueline Leavitt "Health and Housing for the Elderly"
Emily Abel Academic Geriatrics Resource Center: \$3,333

Emily Abel "Informal Care for the Elderly"
American Public Health Association: \$400

1987-1988

Anabel Ford "Central Lowland Maya Economic and Political
Integration in the Belize River Area"
National Science Foundation: \$111,511

Kathryn Sklar "Florence Kelly and the Women's World
of Reform"
Spencer Foundation: \$59,100

Kathryn Sklar "Graduate Training in U.S. Women's History"
National Endowment for the Humanities: \$41,997

Emily Abel
Carole Browner

"Adult Daughters Caring for Elderly Parents"
Alzheimer's Disease and Related Disorders
Foundation: \$20,000

CSW

National Council for Research on Women
Conference
NCROW: \$4,850

1988-1989

Karen Rowe

"Integration of Ethnic Women into UCLA's
Liberal Arts Curriculum"
Ford Foundation: \$100,170

Neil Malamuth
Daniel Linz

"Predicting Sexual Coercion and Antisocial
Behavior Against Women"
National Institutes of Mental Health: \$414,284
NIMH Supplemental Funds: \$20,217

Anne Mellor

"English Romanticism and Gender"
National Endowment for the Humanities: \$86,512

Sarah Melzer
Leslie Rabine

"Women and the French Revolution"
Florence Gould Foundation: \$35,664

1989-1990

Robert Emerson

"A Pilot Study of Support Group Participation
by Alzheimer Family Caretakers"
Alzheimer's Disease and Related Disorders
Foundation: \$24,987

Patricia Greenfield "Cultural Tools and the Learning Process in a
Changing World"
Spencer Foundation: \$249,150
For Supplemental Funds see 1992-1993

1990-1991

Kathryn Norberg

"Prostitution in Eighteenth-Century France"
Florence Gould Foundation: \$19,492

Julia Wrigley

"Child Care Across Class Lines"
American Sociological Association: \$2,500

John Friedmann

"Learning From Latin America: Women's Struggles
for Livelihood"
MacArthur Foundation: \$25,000

1991-1992

Lucie White	"Client Involvement in the Governance of Head Start" National Science Foundation: \$109,955
Carroll Seron	"Middle Class Lawyers" National Science Foundation Visiting Professorships for Women: \$125,921
Ruth Milkman	"Gender and Labor Union Leadership" National Science Foundation Research Planning Grant: \$12,605
John Friedmann	"Learning from Latin America: Women's Struggles for Livelihood" InterAmerican Foundation: \$10,000 Ford Foundation: \$30,200 National Science Foundation: \$20,000

1992-1993

Robert Emerson	"Caregiving Practices in Hispanic and Anglo Families" National Institute of Aging: \$295,070
Karen Rowe	"UCLA Humanities Education Leadership Project" American Council of Learned Societies: \$32,500
Patricia Greenfield	"Cultural Tools and the Learning Process in a Changing World" Spencer Foundation Supplemental Funds: \$25,000

*Discrepancies between this table and the annual reports is due to multiple year funding and the inclusion of intramural grants in the annual report "extramural" funding figures.

APPENDIX II

COMPARATIVE EXTRAMURAL FUNDING

<u>CENTERS</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>
Study of Women	\$ 31,057	\$165,583	\$237,458
17th & 18th Century		20,000	
Comparative Folklore	30,000	91,000	17,757
Medieval & Renaissance		13,425	34,000
Russian & East European		311,834	8,588
African Studies	497,083	375,325	275,995
Afro-American Studies	80,841	62,738	
American Indian Studies	198,952		184,875
Asian-American Studies	12,850	35,000	7,500
Chicano Studies	9,996	68,759	27,000

<u>CENTERS</u>	<u>1988-89</u>	<u>1989-90</u>	<u>1990-91</u>	<u>1991-92</u>
Study of Women	\$636,630	\$274,137	\$ 48,736	\$308,681
17th & 18th Century	170,000		5,000	61,996
Comparative Folklore	11,500	122,549	8,000	
Medieval & Renaissance		32,610	156,574	208,362
Russian & East European	260,959	163,617		132,500
African Studies	522,721	461,739	273,704	491,276
Afro-American Studies	334,775		97,094	240,807
American Indian Studies	64,136		24,777	44,928
Asian-American Studies	93,000	228,750	4,000	9,950
Chicano Studies	845,366	1,244,331	653,328	955,000

APPENDIX III

CSW MINIGRANT RECIPIENTS AND THEIR RESEARCH PROJECTS

1985-1986

Janet Bergstrom Elizabeth Montgomery	"Oral/Video History of Women Film Pioneers"
Christine Dunkel-Schetter	"Psychosocial Factors in Birth Outcomes"
Neil Malamuth	"Violence Against Women: Process Analysis and Prosocial Interventions"
Kathleen Sheldon Jamie Monson	"Bibliography of African Women"
Kathryn Sklar	"Florence Kelly and the Women's World of Progressive Reform"

1986-1987

Emily Abel	"Adult Daughters Caring for Elderly Parents"
Gautam Chaudhuri	"Mechanism of Cardioprotective Effect of Estrogens"
Patricia Greenfield	"Nuclear Family--Fragmentation or Extension"
Daniel Linz	"Home Box Office Presentations of Sexual Violence and Female Homicide"
Vickie Mays	"The Experiences of Black Women and Men in Love and Friendships: Changing Gender Roles"
Mitzi Meyers	"Reading Benevolent Designs of Mother Tongue: A Model Bibliographical Survey at UCLA's Sarah Trimmer Holdings"
Nadine Peacock	"Energy Expenditure and Reproductive Function in African Women"
Ruth Zambrana	"Mediators of Birth Outcome Among Low Income Ethnic Groups"

1987-1988

- | | |
|-----------------------------------|--|
| Neil Malamuth
Daniel Linz | "Anti-Social Behaviors Against Women" |
| Janet Bergstrom | "Chantal Akerman: Feminist Filmmaker" |
| Andrew Christensen
James Shenk | "Long-Term Adjustment Following Divorce" |
| Sondra Hale | "State Ideology, Islamic Fundamentalism and the
Sexual Division of Labor: The Sudan Case" |
| Mary Gottesman | "Maternal Stress and Coping: Discharge of
Complex Preterm Infants" |
| Patricia Greenfield | "Evolving American Family: Fragmentation
or Extension" |

1988-1989

- | | |
|---------------------------|---|
| Kimberle Crenshaw | "Demarginalizing the Intersection of Race and
Gender: A Black Feminist Critique of
Antidiscrimination Law and Feminist Legal
Theory" |
| Nancy Henley | "Measuring Feminist Perspectives" |
| Ruth Milkman | "Women and Labor Union Leadership" |
| Karen Sacks | "Women and Community Activism in Venice" |
| Lucie White | "Client-Participation Features in Social
Welfare Legislation Addressed to Needs
of Poor Women and Their Children" |
| Anne Peplau
(convener) | "Research Group on Lesbian Issues" |

1989-1990

- | | |
|--|---|
| Diane Favro | "Women Architects in Southern California:
Making and Breaking History" |
| Rachel Fretz | "Women's Storytelling in Zaire: Fertility
Images in a Changing World" |
| Katherine King | "Hidden Scars: Recovering From Torture" |
| Helen Astin
Thelma Estrin
Jacqueline Leavitt | "Interdisciplinary Gender and Public Policy
Forums" |

- Rebecca Morales "The Implications of the Immigration Reform and Control Act of 1986 (IRCA) on the Status of Undocumented Immigrant Women from Mexico and Central America"
- Regina Morantz-Sanchez "Conduct of Becoming a Woman: Gender, Professionalism and Emergence of Gynecological Surgery in Nineteenth-Century America"
- Joanna Woods-Marsden "Women, Portraiture, and Ideology at Fifteenth-Century Italian Courts"

1989-1990

- Emily Abel "History of Family Care in the U.S."
- Ruth Bloch "Roots of Romance: Gender, Love, and Marriage in Early American Culture, 1630-1815"
- Judith Carney "Disciplinary Women: Land Access, Resistance and Agricultural Intensification in Senegambia, West Africa"
- Janet Currie "Minimum Wage and the Employment of Young Women"
- Carrie Menkel-Meadow "Interdisciplinary Focused Research Group on Women and Poverty"
- Andrea Rapkin "The Efficacy of Depoleuprolide and Estraderm Patch for the Treatment of PMS"
- George Sanchez "Gender, Ethnicity and Acculturation in Chicano Los Angeles, 1930-1950"

1990-1991

- Judith Carney "Women Under Contract: Horticultural Export Development in the Gambia"
- Ellen Dubois
Carole Pateman "Women's Suffrage: An International Conference"
- Robert Emerson "Resisting Imposed Relationships"
- Jacqueline Leavitt
Carol Goldstein "Creative Coalitions: The Arts as a Multicultural Bridge"
- Neil Malamuth "Problem Solving Communication and Violence Among Intimates"

Lucia Re "Women and the Avant-Garde in the Haitian Tradition"

Judith Siegel "Coping Strategies, Social Support and Recovery of Rape Victims"

1991-1992 (Conference Proposals in lieu of Minigrants)

Janet Bergstrom "A Feminist Theory Speakers' Series"
Anne Mellor

Lucie White "Women and Poverty"

1992-1993

Charlotte Neumann "Health and Nutrition Factors Influencing the
Joanne Leslie School Participation and Performance of
Adolescent Girls in Developing Countries"

Nadine Peacock "Hormonal Assessment in Pregnant and
Non-Pregnant Women"

Judith Siegel "Coping Strategies, Social Support, and
Sarah Ullman Recovery from Rape"

Cecile Whiting "Defining the Line: Pop Art, Mass Culture
and the Gendering of Their Difference"

APPENDIX IV

UCLA FACULTY SERVICE ON CSW COMMITTEES & SUBCOMMITTEES (1984-1993)

1984-1985

Richard Abel, Law
Helen Astin, Education
Robert Emerson, Sociology
Virginia Flack, Public Health
Nancy Henley, Psychology
Kathleen Komar, Germanic Languages
Carole Leland, Education
Carrie Menkel-Meadow, Law
Kathryn Montgomery, Theater Arts
Beverlee Myers, Public Health
Elizabeth Perry, History
Kathryn Sklar, History
Edith Tonnelli, Wright Art Gallery
Gail E. Wyatt, Psychiatry and Biobehavioral Sciences
Mary Yeager, History
Ruth Zambrana, Social Welfare

1985-1986

Richard Abel, Law
Ned Alpers, History
Helen Astin, Education
Robert Emerson, Sociology
Nancy Henley, Psychology
Kathleen Komar, Germanic Languages
Sara Melzer, French
Anne Mellor, English
Carrie Menkel-Meadow, Law
Kathryn Montgomery, Theater Arts
Beverlee Myers, Public Health
Elizabeth Perry, History
Kathryn Sklar, History
Kenneth Sokoloff, Economics
Edith Tonnelli, Wright Art Gallery
Gail E. Wyatt, Psychiatry and Biobehavioral Sciences
Mary Yeager, History
Ruth Zambrana, Social Welfare

1986-1987

Richard Abel, Law
Ned Alpers, History
Helen Astin, Education
Carole Browner, NPI
Robert Emerson, Sociology
Nancy Henley, Psychology
Kathryn King, Classics
Kathleen Komar, Germanic Languages
Neil Malamuth, Communication
Sara Melzer, French
Anne Mellor, English
Carrie Menkel-Meadow, Law
Kathryn Montgomery, Theater Arts
Kathryn Norberg, History
Kenneth Sokoloff, Economics
Edith Tonnelli, Wright Art Gallery
Gail E. Wyatt, Psychiatry and Biobehavioral Sciences
Mary Yeager, History
Ruth Zambrana, Social Welfare

1987-1988

Richard Abel, Law
Helen Astin, Education
Carole Browner, NPI
Patricia Gumpert, Education
Kathryn King, Classics
Neil Malamuth, Communication
Anne Mellor, English
Carrie Menkel-Meadow, Law
Kathryn Montgomery, Theater Arts
Kathryn Norberg, History
Karen Sacks, Anthropology
Edith Tonnelli, Wright Art Gallery
Gail E. Wyatt, Psychiatry and Biobehavioral Sciences
Ruth Zambrana, Social Welfare

1988-1989

Helen Astin, Education
Ruth Bloch, History
Kim Crenshaw, Law
Ellen Dubois, History
Joy Frank, Medicine
Jacqueline Goodchilds, Psychology
Patricia Greenfield, Psychology
Patricia Gumpert, Education
Alfreda Iglehart, Social Welfare
Kathryn King, Classics
Neil Malamuth, Communication

Carrie Menkel-Meadow, Law
Kathryn Montgomery, Theater Arts
Regina Morantz-Sanchez, History
Kathryn Norberg, History
Anne Peplau, Psychology
Gary Richwald, Public Health
Beverly Robinson, Theater, Film and TV
Karen Sacks, Anthropology
Julia Wrigley, Sociology and Education

1989-1990

Ned Alpers, History/ Dean, Honors College
Helen Astin, Education
Francesca Bray, Anthropology
Carole Browner, NPI
Kim Crenshaw, Law
Ellen Dubois, History
Robert Emerson, Sociology
Patricia Greenfield, Psychology
Nicki Hart, Sociology
Nancy Henley, Psychology
Alfreda Iglehart, Social Welfare
Kathryn King, Classics
Chris Littleton, Law
Neil Malamuth, Communication
Anne Mellor, English
Carrie Menkel-Meadow, Law
Ruth Milkman, Sociology
Regina Morantz-Sanchez, History
Kathryn Norberg, History
Anne Peplau, Psychology
Vilma Ortiz, Sociology
Andrea Rapkin, Medicine
Gary Richwald, Public Health
Beverly Robinson, Theater, Film and TV
Karen Sacks, Anthropology
Valerie Smith, English
Julia Wrigley, Sociology and Education

1990-1991

Paula Gunn Allen, English
Ned Alpers, History/ Dean, Honors College
Helen Astin, Education
Francesca Bray, Anthropology
Carole Browner, NPI
Judith Carney, Geography
Ellen Dubois, History
Robert Emerson, Sociology
Patricia Greenfield, Psychology
Isabelle Gunning, Law

Nancy Henley, Psychology
Alfreda Iglehart, Social Welfare
Kathryn King, Classics
Kathy Komar, Germanic Languages
Vickie Mays, Psychology
Carrie Menkel-Meadow, Law
Ruth Milkman, Sociology
Regina Morantz-Sanchez, History
Kathryn Norberg, History
Anne Peplau, Psychology
Leslie Pincus, East Asian Languages and Culture
Karen Rowe, Anthropology
Karen Sacks, Anthropology
Julia Wrigley, Education and Sociology
Ruth Zambrana, Social Welfare

1991-1992

Ned Alpers, History/ Dean, Honors College
Helen Astin, Education
Janet Bergstrom, Film
Ruth Bloch, History
Linda Bourque, Public Health
Judith Carney, Geography
Ellen Dubois, History
Robert Emerson, Sociology
Sandra Graham, Education
Jacqueline Goodchilds, Psychology
Nancy Henley, Psychology
Kathryn King, Classics
Kathy Komar, Germanic Languages
Jayne Lewis, English
Chris Littleton, Law
Vickie Mays, Psychology
Carrie Menkel-Meadow, Law
Ruth Milkman, Sociology
Kathryn Norberg, History
Barbara Packer, English
Anne Peplau, Psychology
Karen Rowe, English
Valerie Smith, English
Mary Yeager, History

1992-1993

Emily Abel, Public Health
Ned Alpers, History/ Dean, Honors College
Helen Astin, Education
Janet Bergstrom, Film
Ruth Bloch, History
Carole Browner, NPI
Linda Bourque, Public Health

Dan Calder, English
Ellen Dubois, History
Karen Elliott Brown, Social Welfare
Robert Emerson, Sociology
Patricia Greenfield, Psychology
Kathryn King, Classics
Kathy Komar, Germanic Languages
Jayne Lewis, English
Chris Littleton, Law
Anne Mellor, English
Carrie Menkel-Meadow, Law
Ruth Milkman, Sociology
Barbara Packer, English
Carole Pateman, Political Science
Leslie Pincus, East Asian Languages and Culture
Karen Sacks, Anthropology
Dawn Upchurch, Public Health
Cecile Whiting, Art History

APPENDIX XIII-B

April 20, 1993

To: Professor Claudia Mitchell-Kernan
Dean of Graduate Division, UCLA

From: Professor Anne K. Mellor, Chair
Advisory Committee, Center for the Study of Women

Re: Five Year Review of the Center for the Study of Women

The Advisory Committee for the Center for the Study of Women met on Monday, March 15, 1993, to evaluate the success of the Center for the up-coming five-year review of this ORU. We had before us the Self-Evaluation of the Center provided by the current director, Professor Kathryn Norberg of the History Department, as well as copies of the Annual Report of the Center since its inception in 1984. Attending this meeting were Professors Carrie Menkel-Meadow, Lena Astin, Ruth Milkman, Karen Eliot-Brown, Carole Pateman, Ned Alpers, Ruth Bloch, Ellen DuBois, Paricia Greenfield and Karen Sacks. Although they did not attend this meeting, the following members of the Advisory Committee also read and concurred with this report: Professors Emily Abel, Mary Yaeger, Janet Bergstrom, Cecile Whiting and Linda Bourque.

The Advisory Committee unanimously concurred that the Center for the Study of Women has made an enormous contribution to the intellectual and research life of the community of scholars in Women's Studies at UCLA. Under the able and committed leadership of Professors Karen Rowe, Ann Peplau, Carrie Menkel-Meadow, Julia Wrigley, Lena Astin and now Kathryn Norberg, the Center has mounted a wide-ranging series of programs that have served well both the UCLA community and the larger public. These programs are fully described in the accompanying Annual Reports and Self-Evaluation of the Director and need not be re-summarized here. We did want, however, to point to the particular success of the Faculty Research Seminar and the Ford Foundation grant, "Integration of Ethnic Women into UCLA's Liberal Arts Curriculum," a project being continued under the leadership of Professor Karen Rowe with funding from the American Council of Learned Societies. This project has already had a significant impact on the undergraduate and graduate curriculum in the Humanities and Social Sciences at UCLA and promises to have even greater impact if a new requirement in American Cultures is instituted at UCLA.

3. The graduate program should be expanded, with additional programs targetted for graduate students across the disciplines and with greater participation by the graduate students in planning these programs. Graduate students should be members of all the Center's major committees, including the Advisory Board.

4. We concur that the Feminist Theory lecture series has been an extremely valuable addition to the Center's activities and provides a long overdue recognition of the importance of the Humanities to the Center's activities. This series should become a regular feature of the Center's programming.

Moreover, the Center should mount one major conference each year, that includes research from the Humanities, the Social Sciences, the Life Sciences and the professional schools. This might from time to time be accomplished by bringing to UCLA an already well-established Conference, such as the Berkshire Conference on Women's History.

5. The Advisory Committee recommends that the Faculty Research Seminar be revised. It might return to its original format of a pre-circulated paper with a prepared response by a faculty member from a different discipline. We might try having two faculty responses from two disciplines in order to emphasize the fully inter-disciplinary nature of feminist research. It might be fruitful to cluster the research presentations around a single theme or problem in a given quarter, e.g. cultural theory.

6. We agree that the Center should expand its publications and have already suggested that a Working Papers series would be valuable. After the graduate program is established in the Women's Studies Program, we might consider bringing Signs to UCLA.

7. We urge a greater on-going participation by a larger number of the faculty doing research on women in the operations of the Center. We note that the current Director has admirably increased the efficiency of the operations of the Center, but perhaps at too great a cost to the creation and maintenance of a sense of involvement among the core group of faculty dedicated to research on women at UCLA. We would encourage more extensive and meaningful participation in the running of Center by the Center's core faculty; perhaps the inter-relationship of the Executive Committee, the Advisory Board and the Director needs to be reconsidered. In the future, major decisions concerning both the programming and the staffing of the Center should be made, not unilaterally by the Director or the Executive Committee, but rather in consultation with the Advisory Committee and all relevant sub-committees.

To the end of creating a greater sense of community among the faculty doing research on women at UCLA, we recommend that the annual Retreat be reinstituted.

8. We strongly concur that the Friends of the Center for the Study of Women should by now be entirely self-supporting financially. While we are extremely grateful to their efforts over the years on behalf of the Center, current budgetary restrictions mean that no unreimbursed staff time should now be allocated to the functions of the Friends. We urge the Friends to move in the direction of mail solicitation and major donor cultivation with at most one major fundraising event per year. The Friends should of course be urged to attend any and all of the Center's public events.

9. We concur heartily that the Center's operating budget has been reduced as much as it can and still function effectively. The staff cuts already incurred have injured the Center's ability to serve needy members of the Women's Studies community at UCLA, especially the graduate students. If, however, any further major cuts must be made, we feel strongly that such cuts should be made only after full consultation with the Advisory Board.

Finally, we wish to emphasize that any review and evaluation of the success of the Center for the Study of Women must recognise that this is an ORU more like those in the Humanities (the Medieval-Renaissance Center, the Center for 17-18C. Studies) or the Ethnic Studies Centers than those in the Life or Physical Sciences. The overwhelming majority of our participating faculty are trained in the disciplines of the Humanities, including History, and to a lesser degree in the more theoretical branches of the Social Sciences, all areas in which high degrees of extramural funding are not readily available. And those of our core faculty who do bring in a high amount of extramural funding are under great, often not resistable, pressure to take their grants through their own departments or professional schools. Expectations concerning the appropriate level of extramural funding for the Center for the Study of Women must be adjusted accordingly.

Anne K. Mellon

APPENDIX XIII-C

UCLA GRADUATE PROGRAMS
141901

June 29, 1993

CONFIDENTIAL

Director Kathryn Norberg
Center for the Study of Women
236A Kinsey Hall
150405

Dear Kate:

The *ad hoc* committee that conducted the five year review of the Center for the Study of Women has completed its study. The report is being reviewed by the Chancellor's Office, Dean Eiserling, and appropriate Academic Senate Committees. In accordance with University policy, a copy of the report is forwarded to you as Director in the event you wish to make any comments about the report to the Chancellor. We ask that you wait to share the review with the Institute members until the review process has been completed. Your comments should be submitted to me no later than August 1, 1993.

Sincerely,



Claudia Mitchell-Kernan
Dean/Vice Chancellor
Graduate Programs

Attachment

cc: Chancellor Charles E. Young
Dean Frederick Eiserling

95595

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SCHOOL OF NURSING
10833 LE CONTE AVENUE
LOS ANGELES, CALIFORNIA 90024-1702

June 3, 1993

CONFIDENTIAL

Claudia Mitchell-Kernan
Vice Chancellor
Graduate Programs

Dear Dr. Mitchell-Kernan:

Enclosed is the Internal Review Committee's report of the five-year evaluation of the Center for the Study of Women. This review was conducted with the assistance of M. Belinda Tucker (Psychiatry) who provided valuable contributions to the site visit, analysis and written report. As you are aware, Lynn Zucker unexpectedly withdrew from the review team due to personal reasons.

Our review included solicitations from faculty, staff, administrators, affiliating scholars, students, and external authorities. Thank you again for your academic guidance in conducting this review.

Sincerely,

Deborah Koniak-Griffin, RN, Ed.D.
Associate Professor

CS
JUN 22 PM 1993



One hundred twenty-five years of service.

FIVE YEAR REVIEW

MAY 1993

UCLA CENTER FOR THE STUDY OF WOMEN

Ad hoc Committee

Deborah Koniak-Griffin, RN, Ed.D., Chair

M. Belinda Tucker, Ph.D.

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I. Summary and Recommendations

A. Overall Assessment

The Center for the Study of Women is a vital research unit on campus. Since its inception in 1984, the Center has steadily achieved many of the goals originally envisioned by providing a unique environment where scholars of women's and gender studies can exchange ideas, expand their knowledge and obtain assistance in securing funding and administering grants. The Center has high national ranking among centers for women's studies and has an impressive core of highly committed faculty. It is the only Organized Research Unit (ORU) for women's studies within the University of California system and plays a pivotal role in overall research in these areas within the system. The newly appointed Director of the Center is a highly energetic and visionary leader who is favorably regarded by staff, faculty and administration. In response to recent budgetary restrictions, the Director reorganized the Center's administrative structure to function more effectively. The interdisciplinary faculty and students participate in a wide variety of programs and receive a range of services. Faculty view the Center as serving several major functions on campus; these include: helping to maintain and further excellence in research in the field of women's studies, providing a forum for scholars and graduate students working in or interested in women's studies, and providing a 'showcase' for the best research of national and international scholars in women's studies for the wider UCLA community.

Based upon interviews of the CSW Director and staff, core faculty, affiliated/research scholars and students, as well as review of the self-evaluation report and annual reports, the Committee makes the following eight recommendations.

B. Recommendations

1. We recommend that the Center be continued as an Organized Research Unit at UCLA.
2. We recommend that the campus administration make every effort to provide the CSW with the maximum continued financial support available. The Center's operating budget cannot be further reduced without severely jeopardizing its ability to continue the range of activities and services it currently provides. The CSW is at a critical juncture, when stable leadership and support could stimulate significant research development and increased scholarly prominence.
3. We recommend that the Center continue to sponsor lectures, conferences, seminars and workshops that generate scholarly exploration of new ideas and research. In addition, expanded efforts must be directed toward generating interdisciplinary grant proposals from the Center. The difficulty experienced in securing extramural research funding is similar to the problem experienced by other women's studies centers across the country and is partially related to the inherent nature of the discipline. Central Administration could provide valuable assistance to the Center and other ORUs on campus by developing

policies for division of grant funds between departments and Centers and by assisting in negotiations, if necessary. However, the committee cautions the Administration against using extramural funding generated as the primary criterion for evaluating the Center and urges against linking operating budgets to grant income. The Center's accomplishments need to be measured by the extent to which the unit has been able to enhance the research objectives of women on campus and to stimulate scholarly inquiry on gender related issues. In the opinion of the review committee the Center is successfully fulfilling tremendous intellectual needs of the campus.

4. We recommend that efforts be continued to identify and link faculty and students across campus who are engaged in studies related to women and gender issues. While outstanding faculty from the humanities and social sciences provide a vital core for the Center, involvement of other faculty from across campus would broaden the sphere of scholarship. The identified area for opportunity involving women in science and related gender issues should be pursued. We also encourage the CSW to make special efforts to involve women of color in Center activities and to maintain a commitment to include issues of ethnicity in their programming and research agenda.
5. We recommend that the Center develop specific criteria for distinguishing Affiliated and Research Scholars. These scholars should be offered extended opportunities to participate in the Center's activities and to interact with faculty. Consideration should also be given to the scholars as a group that could potentially obtain grant funding and stimulate scholarly discourse via lectures and other types of presentations.
6. We recommend that the governance structure be carefully examined, with particular attention directed toward evaluation of committee functions and their relationship to the Director's activities.
7. We recommend that the CSW explore ways to increase the Center's dissemination of scholarly works in the field of women's studies and related gender issues. Possibilities include publication of a working paper series, distributed at cost, and bringing a scholarly journal, such as Signs, to UCLA. The CSW newsletter should be a vehicle for dissemination of the results of CSW research activities, including minigrant research.
8. We recommend that research awards made by the CSW should include specific requirements that enhance the Center's visibility and research capacity. Specifically, an award letter requiring the PI's signature should mandate citation of CSW support in all products resulting from the award and a commitment to bring all grant proposals emanating from the initial award through the CSW.

II. Full Report

A. Introduction

The UCLA Center for the Study of Women (CSW) is a relatively new organized research unit. The Center was formed in 1984 and is located within the Division of Life Sciences in the UCLA College of Letters and Sciences. This is the first academic review of this unit. The goal of the CSW, as stated in the original proposal, was "to provide a vital environment in which scholars could explore new frontiers of knowledge about women and gender-related issues." To achieve this goal the Center has developed several intramural and extramural funded projects, conducted a wide ranging series of lectures, conferences, seminars and other programs, provided travel grants and support services for graduate students, and disseminated publications.

Over the Center's nine year history, the CSW has had a series of Directors (permanent and interim). Under the leadership of founding Director, Karen Rowe, of the Department of English, the newly formed Center rose to national prominence. A creative balance in programming was developed and attempts were made to nurture relationships with the professional schools. After this initial four year period of stability and growth, interim directors managed the CSW from 1988-1992, due largely to a prolonged and unsuccessful national director's search. Although the Center maintained its status, this period of instability served to constrain development on a number of fronts including research, the fostering of new collaborative relationships, and publication initiatives. However, scholars in the disciplines where women's studies had achieved greater prominence did coalesce and produced research and programming of note. The Center is now moving forward in multiple directions under the leadership of the Director, Kathryn Norberg. It is continuing to serve UCLA faculty and students and the larger public despite increasing budgetary restrictions. The Center provides a unique environment where scholars and students from varying disciplines can develop research on women and gender and receive general support for their professional pursuits.

B. Comparative Analysis of Centers

UCLA's 24 ORUs are extremely varied in scope and in mission. Despite the CSW's placement in the Life Sciences Division, the most appropriate comparisons are the ORUs located in the social sciences and the humanities. In fact, in the Center's self-evaluation, they cite nine other Centers for comparative purposes: the four ethnic studies centers (Afro-American, American Indian, Asian American, Chicano), two area studies centers (African Studies, Russian and East European Studies) and the Centers for 17th and 18th Century Studies, Comparative Folklore, and Medieval and Renaissance Studies. We would also include the Latin American Studies Center, since it, too, seems comparable in structure and scope.

Indeed, the ethnic studies and area studies centers seem particularly appropriate comparisons because of the similarities in their missions and activities. Obviously, all ORUs have research development and conduct as a priority. The CSW has a very respectful record in this regard. From its earliest years, the CSW has usually ranked second or third in

extramural funding among the other nine centers offered for comparison. Their highest level of funding was \$636,000 in 1988-89 and the Center has never been without external support. However, like the ethnic studies centers and the African and Latin Studies centers, the CSW does much more than promote and conduct research. All of these centers also take major responsibility for curriculum development and are a primary source of campus programming in their areas of specialization. Although the CSW and Women's Studies Program (WSP) are completely separate entities, by virtue of a major curriculum development project funded by the Ford Foundation (to be discussed in greater detail under Teaching), the CSW has virtually transformed course offerings at UCLA in the social sciences, the humanities, and in psychology. Furthermore, if it were not for the programs sponsored by the CSW and WSP jointly and separately, speakers, seminars, and symposia on gender issues would be virtually nonexistent at UCLA. It may be that others have come to expect the Center and the WSP to be responsible for such activities, and therefore do not undertake such efforts on their own (especially during this period of budgetary constraints). Nevertheless, feminist, gender and women's programming has become a primary focus of CSW activities.

The other area of responsibility for the CSW, which is comparable to that experienced by the ethnic studies and certain area studies ORUs, is that of being a major source of support for the community. If women are in trouble somewhere on this campus, the CSW is expected to respond in some fashion. Such a responsibility is never included in a mission statement, but is a clear community expectation when an ORU's scholarly focus corresponds with the needs of a population--whether an underserved and disadvantaged ethnic group or gender.

These multiple roles played by the CSW, the ethnic studies centers and certain area studies centers demand attention in scholarly reviews. Although the research standard must be applied when considering the contributions of any ORU to the broader academic community, we must necessarily consider the broader means of pursuing the academic mission. Programming serves to stimulate the intellectual interests of the community and demonstrates by example the way in which gender and feminist issues must be included in scholarly discourse. Likewise, the individuals who produce this work must be encouraged and supported if the discipline is to thrive.

C. Mission

As alluded to in the previous section, the CSW's mission is rather broad based. As stated in the original proposal, the CSW will:

- make visible UCLA's unique strengths and faculty research
- stimulate faculty development and interdisciplinary research
- create an archival and research center for visiting scholars
- co-sponsor 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

This review will refer to these specific points as appropriate. Suffice to say at this point that the CSW has actively pursued all of these goals, save one—that of publishing journals in women's studies. The self-evaluation included the proposal that the CSW should try to attract the scholarly journal Signs to UCLA, once the WSP's proposed graduate program is underway. The Faculty Advisory Committee endorsed this proposal. Co-sponsorship of research has also been difficult to pursue, chiefly because of the structural barriers to such efforts at UCLA (an issue that will be discussed at length under Research). While differential levels of success has been evident for specific objectives, it is clear that the mission statement has remained uppermost in the minds of those conducting the affairs of the CSW.

D. Income and Operating Expenses

The Center's permanent budget is composed mainly of 19900 funds allocated by the Dean of the Life Sciences. In 1992-1993, 19900 funds amounted to \$201,126. Additional funds are received in the form of one-time allocations for special projects, grant awards from private and public foundations and agencies and donations from the Friends of the CSW. The 1992-1993 budget sustained a 12% cut which was taken out of salary savings carried over from 1991-1992. This cut will be made permanent in 1993-1994. In order to preserve funds for programming offerings during the past year, the Director temporarily transferred a portion of salary savings created via staff restructuring. The review committee is particularly concerned that these 19900 funds be maintained by the Center and be available to pay salaries of personnel, as necessary in the future. Further reductions in the operating budget may seriously impair the Center's ability to develop into an internationally known center for research on women and gender.

Accumulated extramural research grants since 1985 have amounted to \$2,073,325. The Friends of the CSW have contributed consistently to the Center through fundraising activities since their establishment in 1986-1987. The events sponsored by the Friends are intended to link academic research with community interest, women's daily lives, and public policy. Programs organized by the Friends of the CSW have provided a forum through which to involve members outside the university in the Center's work. Because implementation of these activities has required extensive assistance from the Center and fund raising has not been notable, some controversy exists among faculty regarding continuing active support of the Friends. The review team concurs with the Advisory Committee (Correspondence April 20, 1993) in believing that the Center can no longer provide supplementary support in the form of unreimbursed staff time for the Friends. The Director is encouraged to continue efforts to help the Friends become more self-sufficient. Another strategy would be to invite the Friends to all Center activities rather than to plan separate Friends events. Fundraising receptions for the Friends could be integrated with CSW functions. Although other types of efforts may be productive in generating additional funds, directly soliciting major donors and conducting annual fundraising event(s) requires

support staff that is no longer available within the Center. The CSW must work to establish a more productive relationship with the university's Development Office. There is a sense that current university development priorities do not specifically address women's studies needs. This review committee encourages the university administration to see that the needs of women's studies at UCLA are specifically included in the New Campaign.

Some concerns were expressed by faculty about expectations of Central Administration concerning external funding. Because the range of research efforts are diversified within the Center, a single model for ORU funding cannot be applied. Both internal and external review team members agree strongly that the Center should not be expected to generate the level of external funding commonly expected in Life Science centers, nor should the operating budget be tied to the overhead generated by extramural grants. The limited amount of funding generated by the CSW is reflective of that observed more generally among the disciplines primarily involved in the Center.

E. Governance

1. **Structure and Center Operations.** In response to dwindling resources, Director Kathryn Norberg has restructured staff and operations to increase the efficiency of the Center. Currently, the CSW has 3.0 FTE career positions: an Assistant to the Director (1.0 FTE), an Administrative Analyst (1.0 FTE), and an Administrative Assistant I (FTE 1.0). In addition, 5 student assistants are employed. The Center's current operations differ greatly from its largest period of operation (1989-1990) when 4.75 FTE career positions, a half-time casual editor's position and 13 student assistants were available. The loss of these career positions resulted in a saving of \$60,000 in the permanent budget. Most of this money has been retained and reallocated to support programs, speakers' series, conferences and publications.

2. **Director.** Professor Kathryn Norberg of the History Department accepted appointment as Director of the CSW in the Spring of 1992. She became the first 'permanent' director since the term of Karen E. Rowe. The history of the CSW directorship is as follows:

1984-88	Director:	Karen E. Rowe (English)
1988-90	Acting Co-Directors:	Carrie Menkel-Meadow (Law) Letitia Anne Peplau (Psychology)
1990-91	Acting Director:	Helen S. Austin (Education)
Spring 1991	Acting Director:	Julia Wrigley (Education)
1991-92 (Winter)	Acting Director:	Helen S. Astin (Education)
1992 (Spring)-present	Director:	Kathryn Norberg (History)

There is no doubt that the CSW has had capable and impressive leadership. This is made most abundantly clear by the fact that research efforts, curriculum development, and programming continued and expanded in many respects, despite the lack of a stable administration. Nevertheless, it seems clear that the uncertainty that characterizes acting directorships serves to discourage major new initiatives. This review committee, and the many members of CSW's scholarly community whom we interviewed and received letters from, have great hopes that Director Norberg's enthusiastic and stable leadership will be the catalyst needed to propell the CSW into several areas of development they have identified. Director Norberg has seemingly boundless energy and seems quite committed to expanding the Center's scope and seeking greater inclusion of scholars from other campus areas and disciplines. She is well organized and displays an acceptance of the broad range of gender-based research interests. We believe that this is absolutely essential to ensure the survival and development of Women's Studies at UCLA.

We do offer one caution in this regard. Director Norberg is an Associate Professor who must tend to her own career interests. To the extent that her tenure as director impairs her academic progress, her own contributions to Women's Studies will be compromised. We support her decision to serve a three year term of service. We believe that limiting the length of service as Director is essential in order for her to maintain her own academic development. Indeed, several persons expressed to us an interest in directing the Center in the near future, now that it seemed on track and evidenced a much more efficient administrative operation. We would add one more caution. We believe that the Director should involve the Advisory Committee to a much greater degree in the work of the Center. It appears that one reason for "director burnout" is the overwhelming number of tasks that end up being undertaken by one or two people--from program development (including inviting speakers) to research seminars to development activities.

3. Assistant to the Director. The CSW has an impressive, highly skilled Assistant to the Director in the person of Dr. Dawn Waring. She is new to the CSW, having been hired by Director Norberg when she reorganized Center staffing. Although Director Norberg has chosen not to hire an Associate Director, it would appear that Waring has assumed the responsibilities for such a post. She, quite simply, assists in the Directorship of the CSW, and has major responsibility for carrying out programming plans (e.g., making arrangements for visitors), staff supervision, development activities (including both general fundraising and research development), and the activities of the Friends of the CSW (a development support group).

4. Other Support Personnel. The Administrative Analyst, Van Do-Nguyen, came to the CSW in 1985 and is therefore the staff member with the longest tenure. Because she has been with the CSW nearly since its inception, she brings a sense of history and continuity that has proved to be valuable. Principal investigators of Center administered projects had high

praise for her budgetary skills, her efficiency, and the sense of "caring" that she conveyed to them. PIs receive monthly financial reports that Do-Nguyen produces with LOTUS. She is also responsible for monitoring the accounts of the Friends of the CSW, including reimbursements and arranging purchases for special events.

Edeliza Tumbucon is the Administrative Assistant, who came just after Waring in September of 1992. She does the payroll, mass mailings (with assistance from part-time student workers and Do-Nguyen, Waring and even Director Norberg when necessary), answers telephones, acts as receptionist, and provides general support for the other primary staff members. She also has the awesome responsibility of maintaining the mailing list of 6,000 (i.e., corrections, additions, deletions, etc.)

5. Overall Comments On Administrative Structure. Most observers, including the staff members themselves, believe that the current administrative structure is more efficient than the previous structure. There appears to be a genuine sense of comraderie, a lack of tension, and more time to devote to Center priorities (rather than staffing issues). Our chief concern is that these four extremely dedicated women may have overextended themselves. Fundraising and research development have become more critical than ever before for the survival of any given unit at UCLA. The CSW has received a clear message from their Dean that extramural support will be expected to cover some of the activities that the CSW deems essential, including programming. Generating support for such activities, as well as developing a research support base, requires a major commitment of time and, increasingly, requires special skills. The CSW may want to consider adding a position (half or full time) devoted specifically to fundraising and research development. The other problem is that their own success may dictate other staffing needs. In particular, it appears that Ms. Do-Nguyen has a "full plate" now. If many more grants come in, she will require support staff in order to effectively monitor the grants. All research grants administered through the CSW should include funds for administrative support.

6. Advisory Committee. The CSW's Advisory Committee (AC) is currently comprised of 25 faculty members from a wide range of campus sectors. Such broad-based representation assures linkages across traditional campus boundaries, although membership from "south" campus is limited to three public health and one psychiatry appointment. The effort to stimulate more collaborations with the science and health fields will require a more strategic selection of AC members. Still, relative to other ORU advisory committees, this is a rather large body. The decision of the CSW to form an Executive Committee (a subgroup of the AC that serves as a more manageable workgroup) is understandable in this light. Yet, members have expressed some uncertainty about whether the Executive Committee format is more effective or simply a duplication of AC functions.

7. Committee Structure. The CSW maintains a rather large number of committees, including committees on Research, Graduate concerns, Affiliated Scholars, the Wollstonecraft prize, Publications, Feminist Research Seminar, Computer, and Development. Some of these committees have subcommittees (e.g., the Travel Grant Subcommittee of the Graduate

Committee). Some meet only once or twice a year, while others meet quite often. It should be noted that some faculty members expressed great pleasure with their particular committee service. This was particularly true of those who served on the Graduate Committee.

While this university seems to specialize in committee formation, the CSW might take the opportunity of the current restructuring to consider consolidation of some committees. The Computer committee effectively disappeared in 1988. Perhaps the Development and Research committees could be combined. Some concern was expressed by members of the AC that the interrelationships among the various committees and subcommittees and the Director need to be strengthened to discourage unilateral decision-making. Indeed, the self-evaluation stated that the CSW was "committed to collective decision making and feminist process" and queried whether the "current multiplicity of committees" serves that purpose.

8. Councils and Coordinations. The CSW is a member of the University of California Council of Women's Programs. Former CSW Director Karen Rowe and former WSP Director Nancy Henley drafted the organization's first constitution and hosted its first organizing meeting in 1985. The Council was established for the purpose of enhancing intercampus cooperation, including speaker referrals, library resources, filmographies, and scholar exchange. Its primary objectives are to strengthen research on women and gender-related topics within the UC system, to assist developing women's studies programs, and to create a nationally recognized West Coast network of women's studies centers and programs. The CSW is also a member of the National Council for Research on Women and has participated in several area research coordinating activities. On campus, the Center collaborates and cooperates with a number of other ORUs, particularly with respect to programming. Cosponsorships with the ethnic studies centers and academic departments are commonplace.

The CSW is also involved with the Association of Academic Women and the Chancellor's Coordinating Council on the Status of Women. The latter is chaired by the Director of the CSW and reports to the Chancellor through the Council on Diversity. In 1991-92, CSW Acting Director Helen Astin organized a one-day forum on sexual harassment. Current issues include sexual harassment and problems faced by student parents at UCLA. It appears that CSW involvement in councils and coordinating activities has been quite influential with respect to UCLA campus affairs.

The CSW's most significant collaboration is with the Women's Studies Program, its sister in programming and curriculum development. This review has been replete with examples of their collaborative activities. The complementary relationship between these two units has significantly enhanced the prominence of women's studies and women's issues at UCLA. Periodically, the suggestion is raised that the CSW and WSP should be combined into a single unit. This review committee feels strongly that such a merger would compromise the effective operation of both units. At UCLA, we see near combinations of ORUs and IDPs in the ethnic

studies centers and in some area studies centers (e.g., African Studies). It is our observation that when the ORU has major responsibility for the IDP (even though the relationship is informal), ORU resources are often co-opted for curricular needs. Furthermore, commitment to the IDP is often a function of the priorities of a particular director.

F. Space and Equipment

The CSW offices are currently housed in Kinsey 276, 251B, 255 and 288 (total 1,740 sq feet). The Center shares with the Women's Studies Program Kinsey 251A, which is used by WSP lecturers, visiting faculty and teaching assistants. The review committee supports the Director's desire to consolidate the Center's space by bringing all staff to the north wing of Kinsey Hall. This action would improve the efficiency of operations and facilitate communication among staff and faculty affiliated with the Center. Another identified need is for contiguous space with the Women's Studies Program which would enhance cooperative efforts.

The CSW is in urgent need of new state of the art computer systems and accessories. These computers need to be on a network system to facilitate inter-office and campus-wide communications. Many of the available computers are extremely outdated and, therefore, limited in capabilities. Limited computer resources necessitate sharing a single upgraded computer by staff and student assistants.

III. Specified ORU Review Categories

As of January 1993, 208 faculty and 334 graduate students participated in CSW activities.

A. Teaching

The Center works actively to support participating departments with their teaching responsibility. Through a variety of program offerings, the Center directly and indirectly affects the quality of education students receive across disciplines. The exchange of ideas and information presented in lectures, conferences and seminars directly stimulate student and faculty thinking. According to one professor, attendance at these programs improves the quality of instruction, expands the way faculty advise students and helps them become better resources for students working on gender issues. In the words of another professor, the Center is at the "forefront of discussion about issues of women and diversity." The Center also has contributed to recruitment efforts by providing a supportive environment for women's and gender studies scholars from varying disciplines.

The amount of educational programming that has been implemented since the appointment of Director Norberg has been remarkable. A new impetus has been generated in the Center which is stimulating students and faculty alike. The Center is facilitating teaching via a variety of mechanisms as described below.

1. **Graduate Program.** According to the CSW self-evaluation, the Graduate Program now has approximately 334 graduate students on its mailing list. Students are largely drawn from the fields of English, History and Sociology. However, there is also representation from areas such as Public Health, the Arts, Film, Anthropology and Psychology. The graduate students tend to come from the same departments as CSW Graduate Committee members.

The review committee interviewed a small group (n=4) of students affiliated with the Center. These students were uniformly enthusiastic and provided extremely positive feedback on the activities and services of the Center. The conferences and seminars conducted by the CSW reportedly provide a rich environment for exchange of ideas and stimulation of research for both faculty and students. Several of the students stated that their departments did little to provide a forum for professional development in the area of women's studies and gender related issues. They felt the Center provided a sense of community among students from diverse departments and was critical for their professional socialization. The staff of the Center provided information and advice about obtaining funding for graduate research on women and gender. Students expressed a desire for an expansion of CSW services, including the provision of graduate fellowships and more student involvement in program planning.

The CSW Advisory Board recently recommended that the graduate program be expanded, with additional programs designed for graduate students across the disciplines. Programs are particularly needed to attract students from the professional schools such as Public Health, Theater, Film and TV, Education, Nursing and Social Welfare. The Advisory Board also recommended increasing participation of graduate students in both the planning of these programs and in the administrative structure (e.g., participation on major committees). Interestingly, the students interviewed expressed complete satisfaction with the available curriculum and described opportunities for participation on the Advisory Board.

The CSW Advisory Board has recommended that the Center support one major interdisciplinary conference each year, with participants from the humanities, the social sciences, the life sciences and the professional schools. While this type of academic activity is well worth promoting, fiscal constraints are likely to impair such an expansion of offerings. In addition, the Advisory Board has recommended that the joint directors of the CSW and the Women's Studies Program develop an institutional mechanism through which courses could be taught at both the graduate and undergraduate level jointly by two women studies faculty members from different disciplines. This co-teaching would serve as a mechanism for generating co-authored interdisciplinary grant proposals.

a. **Graduate Student Research Conference.** The annual Graduate Student Research Conference is highly valued by students because it brings scholars from various departments together to discuss gender studies. Participation in the conference stimulates collaboration, exchange of ideas and enlarges theoretical perspectives. Students develop papers for the Graduate Student Research Conference which provide a foundation for subsequent national presentations. In 1992, 36 graduate students presented their work at their annual research conference.

b. **Travel grants.** Small (\$400 maximum) travel grant awards are available on a competitive basis. These funds allow graduate students to travel to collections for research purposes and to give papers at academic conferences. Since 1990 between 13 and 16 awards have been given each year. One of the doctoral students described the experience of presenting research at a national conference through support from a CSW travel grant. Receiving a travel grant may be the first contact a student has with the Center, initiating an array of interactions.

c. **Wollstonecraft Prize.** The Center presents an annual award, the Mary Wollstonecraft Prize, for the outstanding dissertation related to women or gender that utilizes historical methods and materials. This award is provided through one of the restricted funds of the Friends of CSW and is designed to make doctoral research on women more visible and to assist students at a critical stage in their careers.

2. **Conferences, Workshops and Speakers' Series.** The CSW is actively involved in developing and implementing large public events that increase the UCLA community's knowledge of feminist and gender scholarship. Many of these events are funded by extramural grants (e.g., NEH, NSF, Ford Foundation, MacArthur Foundation, UC Council of Women's Programs) and co-sponsored with other groups (e.g., Institute for Social Science Research, Women's Studies Program, Center for Afro-American Studies, Center for Pacific Rim Studies). Conferences such as: "The Dark Madonna"; "Who Cares for Women's Lives?"; "Whatever Happened to Women's Liberation?"; "Difference and Diversity: Implications for Research on Women" and "Women, Culture, Conflict and Consensus" have attracted large audiences of scholars as participants and attendees. Workshops such as "The Construction of Gender and Sexuality in East and Southeast Asia" have been designed to foster research among a targeted group of investigators. Most of the conferences organized by or co-sponsored by the CSW have focused on either the Social Sciences or the Arts and Humanities.

The well known speakers' series, "Women, Culture and Society" was co-sponsored by CSW and the Women's Studies Program until 1988, at which time it became the responsibility of the latter group. In 1992-1993, the CSW began coordinating the new Lesbian and Gay Speakers' Series which sponsors or co-sponsors about five presentations per quarter. This unique series brings visibility to an underserved component of the UCLA and CSW community.

3. **Feminist Research Seminar.** The Feminist Research Seminar is a well-established and ongoing interdisciplinary faculty colloquium designed to explore the frontiers of theory and research on women and gender. This series consists of six UCLA faculty presentations per year which are sponsored by the CSW and Women's Studies Program. A small fee is paid by participants in the seminar to cover the costs of duplication and circulation of materials. Attendees include faculty, Affiliated Scholars and graduate students. Faculty interviewed evaluated this educational program highly but expressed a desire to include a pre-circulated paper with prepared responses by faculty members from different disciplines (a model used earlier in the Center's history). This recommendation was supported by the Faculty

Advisory Committee who believe this step would promote the type of interdisciplinary discourse essential to feminist research. Faculty members also pointed out the need to have greater effort directed toward collaboration of faculty from north and south campus in this seminar series.

This review committee would like to raise a cautionary concern regarding the drive to increase linkages and collaborative opportunities in teaching and research between the CSW and "south" campus departments. Although the structural barrier of indirect cost conflicts is real, however, probably modifiable, there is one other potential constraint, if not pitfall. There are real differences among scholars in the humanities, social sciences, and life and health sciences concerning the definition and process of scholarly inquiry. There has been concern raised in the sciences about the commitment of the CSW to conduct "high quality" work. Such a statement demonstrates that there may be some attitudinal barriers to confront before meaningful working relationships, based on mutual respect of methodologies and ideas, can develop. It should be noted that while this conflict is most apparent between the south and north campus disciplines, it is also evident in certain areas of the humanities and social sciences. Some observers have conveyed disappointment at the occasional absence of academic tolerance.

4. Feminist Theory Seminar. The recent addition of the Feminist Theory lecture series strengthens the Humanities and Arts role in the Center's activities and is particularly valued by students and faculty in those areas. The program includes public lectures and seminars which are conducted by internationally known feminist theorists invited to campus. For some faculty participants, this series represents their only major involvement with the CSW.

5. Brown Bag Lunch. A series of weekly luncheon events known as the "Brown Bag Lunch Series" was initiated in 1991. Initially speakers were UCLA faculty members; however presenters are now drawn from outside UCLA. Part of the rationale for the new format is to strengthen communications between UCLA and other campuses within the UC system and surrounding educational institutions.

6. Curriculum Development and Other Educational Projects Within the CSW. A few grants and contracts will be described to illustrate the impact of Center-based funded projects on the campus and community. One of the major Center-based grants led by Professor Karen Rowe and funded by the Ford Foundation was "Integration of Ethnic Women into Liberal Arts Curriculum" (Ford Ethnic Women's Curriculum Transformation Project or FEW). The faculty development seminars of FEW have enabled more than 50 faculty and graduate students from varying disciplines to examine, discuss and select material from recently published ethnic gender research for their undergraduate courses. A bibliographic database of over 4,000 items has been developed which can be accessed by discipline and themes as well as by ethnicity and gender. FEW has contributed greatly to the instructional mission of the university by facilitating the revision of over 100 UCLA courses and having a unifying effect on scholars. One highly respected professor stated that participation in FEW enabled her to develop a reader in Ethnic

Women's Studies which has been published. The research mission of the university has also been furthered because the project has profoundly impacted faculty by expanding their vision of research. Participation of graduate students in these programs has stimulated generation of a masters thesis and a doctoral dissertation.

Two other Center-based curriculum transformation projects have received funding. "The Curriculum Writing Integration Project" (CWIP) received intramural funding (1991-1992) to help faculty in the UCLA Writing Program develop curriculum. In 1992-1993 Professor Rowe began a collaborative venture with the Los Angeles Unified School District and the Los Angeles Educational Program through a grant from the American Council of Learned Societies. This most recent project (Humanities Educational Leadership Project or HELP) is designed to help high school teachers develop curriculum in Los Angeles schools.

A number of other well-known Center-based interdisciplinary efforts have been initiated since 1988. These include the Gender and Politics Project and the Gender and Public Policy Project. These projects have generated a variety of conferences, presentations and public forums.

7. Future Conferences and Programs. The staff of the Center are now considering the sponsorship of a large interdisciplinary national conference focused on questions surrounding "The Breast." Such a conference would bring together scholarship in the medical sciences, the life and social sciences, the humanities and the arts. A conference of this nature would increase the national visibility of the Center and help to strengthen ties among different disciplines across the campus. The success of an earlier major international conference co-sponsored by the Center entitled "Learning from Latin America: Women's Struggles for Livelihood" (February 1992) attests to the Center's ability to bring together scholars from different continents, as well as the greater Los Angeles area. According to a faculty member involved in planning this conference, the Center's excellent initial consultation, exemplary management and strong support contributed significantly to the success of the conference.

B. Research

Currently, the primary focus of the CSW is to stimulate new research initiatives on women and gender by individuals and collaborative research groups, leading to the development and submission of external grant proposals. This is being accomplished through a variety of activities, including conferences, seminars, minigrants, and publications. Many of the educational offerings sponsored by the Center have served to stimulate critical thinking which is fundamental to development of research programs. In addition, support services are available at the Center to assist faculty in preparing and administering grants.

1. Funded Projects. Several faculty have successfully obtained extramural grants through the Center or have been the recipients of Center-based minigrants. Of the 39 proposals submitted for extramural support between 1987 and January 1993, 23 (58%) were funded. The actual funding generated by faculty has been "very impressive" and exceeds the level of support

received by many similar units across the country, according to the external reviewers. Funding agencies include the National Institute of Mental Health, the National Science Foundation, the National Endowment for the Humanities, the National Institute of Aging, the Alzheimer's Disease and Related Disorders Foundation, the Inter-American Foundation, the Academic Geriatric Resource Center, the Florence Gould Foundation, the MacArthur Foundation, the Spencer Foundation, and the Ford Foundation. Approximately 30 extramural grants have been administered by the Center ranging from \$400 to \$414,284. Although most of the grants have been generated from the social sciences, the humanities are generating some funds, particularly for conference support. Notably absent are grants from basic and health science faculty.

In considering overall extramural funding received by the CSW, two essential factors must be taken into account. First, many faculty experience pressure to house their grants within their own departments or professional schools. Although this is not true of all departments (sociology and psychology are notable exceptions), most campus academic units now feel compelled to bring more funding "home." As a consequence, extramural funding administered through the Center is somewhat limited. Second, a large number of the faculty participating in the Center are researchers in the arts and humanities, where funding opportunities are fairly limited.

A number of strategies have been identified for drawing new researchers into the CSW and thereby increasing extramural support. This review committee encourages the CSW to implement its plans to cultivate research and education in the disciplines of science, public health and medicine, develop plans for splitting overhead generated by grants between two or more units, and generate more Center-based grants to fund CSW conferences and collaborative research projects. Several renowned faculty such as Sandra Harding (Philosophy), Sharon Traweek (History), and Susan Love (Medicine) offer potential opportunities for further study of women and gender issues in new arenas. The external reviewers affirmed that expansion of Center activities into these new fields is innovative and could have a major national impact within the discipline of Women's Studies.

It is important to emphasize that the principal investigators interviewed were extremely satisfied with the services provided by the Center. For example, faculty from psychology and sociology stated that they preferred to channel their grants through the Center rather than their department because of the strong encouragement and support provided by the Center. The professional services of the Administrative Analyst and Administrative Assistant were cited as extremely helpful.

2. Minigrant Series. CSW minigrants are designed to provide faculty with seed money to conduct pilot studies on women and gender that have the potential to generate external funding. Since 1985-1986, the minigrant program has attracted 138 applicants and funded 52 projects. However, in recent years the number of applications from the health disciplines has declined. An additional concern is that the program has not produced the number of large proposals as intended to be administered by the Center. Less than 25% of the seed money grants

actually produced grants administered by the CSW. Yet, there have been a number of completed projects, acquired fellowships and publications. During one brief period (Fall 1992) minigrant funds were used for conference support.

In order to increase the response rate among potential applicants, Director Norberg has recommended increasing the maximum award to \$5,000 and targeting special groups such as the health sciences. Another recommendation offered by the review committee is to require that recipients of minigrants channel follow-up grants through the Center and acknowledge the Center in publications that are generated from the minigrant. This requirement should be specified in the award letters. Interviews with recipients of minigrants revealed that the monitoring of grants is less thorough than expected. This may be a consequence of dwindling resources and priority being placed on program development. The review committee strongly recommends closer follow-up of recipients and publication of their research results. This recommendation is consistent with that made by the Advisory Board for the publication of a Working Papers series based on research conducted by minigrant recipients.

3. Research Associates/Scholars. The title "Research Associate" is used to refer to scholars employed on Center-based contracts or grants; whereas the title "Research Scholar" refers to those affiliated with the Center who are not funded on extramural projects. Both types of researchers receive benefits from their affiliation with the Center e.g., library privileges, stationery, computer resources, assistance in developing proposals, and opportunities to participate in Center activities. In past years there have been about five Research Scholars each year, however, this year seven researchers hold this appointment. These scholars are actively involved in conducting research and providing instruction to students in the women's studies program. They have accomplished substantial research and have gained the respect of UCLA faculty. There are currently no Research Associates, nor have there been any since 1990.

4. Affiliated Scholars Program. The Affiliated Scholars Program is designed to promote research on women by bringing together UCLA faculty and researchers from the larger women's studies community to improve research skills. Affiliated Scholars receive benefits similar to those of Research Associates/Scholars. Applications to the Affiliated Scholars Program have decreased in recent years. This change is believed to be related to lack of significant resources such as stipends, and office space. Although the Advisory Board believes the Affiliated Scholars Program should be continued, it has recommended that it be advertised only in existing Center publications.

The review committee interviewed three of the seven Affiliated Scholars and the one Research Scholar. These scholars appreciated services that were facilitated through their affiliation with the Center such as use of campus libraries and university titles. Favorable responses to the Center's program offerings were expressed. The scholars particularly welcomed the opportunity to present their work at the Feminist Research Seminars. When asked to describe their interactions with faculty, they described a sense of separateness that existed between the Center faculty and themselves. They desired more involvement in Center activities, as well as direct support for their research pursuits. Both fiscal support and mentoring

appear to be needed, as the Affiliated scholars vary widely in educational backgrounds and experience conducting research.

The Center has not established clear criteria for distinguishing Affiliated and Research Scholars, nor have careful screening procedures been developed. Scholars who apply to the Affiliated Scholars Program are frequently referred to the Executive Committee and appointed as Research Scholars. The review committee recommends that greater attention be directed toward building the quality of the Affiliated Scholars program. Specific criteria should be developed for the scholars programs. Each scholar should be assigned to a faculty mentor who is committed to assisting that individual to integrate into the campus community and actively engage in Center activities. Opportunities should be provided for all scholars to present their research at conferences or lecture series. In order to increase the number and caliber of applicants to this program, immediate efforts should be taken to secure outside funding for stipends and fellowship.

5. **Visiting Faculty and President's Fellowship.** The title "Visiting Scholar" is used to refer to established scholars doing research in Los Angeles who are affiliated with the Center. The number of Visiting Scholars varied from 4 to 9 per year between 1986 and 1989; however, since 1989, only one Visiting Scholar has been appointed. This is likely to be due to the lack of support funds. Only one President's Fellow has been affiliated with the Center, despite efforts to encourage application under the CSW's aegis.

C. Publications

The CSW disseminates information about feminist research to the community via a variety of publications; these include a Newsletter, faculty directories for UCLA and UC Scholars, conference proceedings, and bibliographies developed by the FEW/CWIP Project. Numerous publications have been generated from presentation and conferences. In the past, Occasional Memos were distributed that described relevant agencies for funding of research on women and gender issues. Poster of Events, a new publication of the Center, is helping to increase the visibility of the Center on campus. In the previously cited report to Vice Chancellor Claudia Mitchell-Kernan, the Advisory Committee recommended that the Center expand its publications, for example publishing a Working Papers series. In the future some faculty would like to publish journals in women's studies out of the CSW. The value of the CSW Newsletter was noted by several faculty. Some faculty believe that this publication could serve as a focal point for advanced graduate students in women's studies, not only at UCLA but in the region.

D. Impact on Campus

The determination of campus impact is a very imprecise undertaking. Without systematic campus-wide evaluation (e.g., through campus survey), it is impossible to say who and how any given person has been influenced by the work of the CSW or any other ORU. Nevertheless, we see evidence of CSW impact in several areas.

1. **General Faculty Participation.** In 1989, the CSW produced a directory of UCLA scholars who conduct research on women and gender, and considers this list to represent their community of affiliated scholars. That directory lists 154 scholars, a number that might be considerably larger now. Their 1992-93 mailing list includes 208 "core faculty" who are regularly notified of CSW events. Obviously, the participation of these faculty varies, but it is fair to say that these individuals have an interest in the CSW and its activities, and at least on occasion, attend Center events. These persons would also be minigrant applicants and would be most likely to network with other core faculty. The self-evaluation includes an analysis of the location of the scholars listed in the directory, which demonstrates that 60% come from the social sciences and humanities, with another 17% in the health sciences. A similar analysis of the mailing list shows that only one-third come from the social sciences and humanities. There is substantial representation from the non-health professional schools (17%) and from the health sciences (19%).

Every ORU seems to have a smaller group of faculty who serve on its committees and have more direct involvement in the everyday activities of the Center. By the Center's count, on average approximately 27 faculty members participate in CSW governance yearly.

2. **Research.** The CSW stimulates campus research directly through its mini-grant program (which was described earlier). Its impact on campus has diminished over the years, as applications have fallen from a high of 42 in 1988-89 to only 8 in 1992-93. Since most observers believe that the small size of the grants (\$2,000) has discouraged applications recently, the maximum will be raised to \$5,000 this coming year. There has been a total of 52 grants awarded since the program's inception in 1985-86. This means that 52 research projects on women's or gender issues have been conducted because of the CSW's efforts. This is a contribution of significance to scholarship at UCLA.

Indirect stimulation of campus research comes from exposing the campus community to gender-based ideas and research (see Programming next) and by encouraging research initiatives. As discussed under Research, Director Norberg has been actively engaged in the latter, by actively pursuing the involvement of potential research collaborators—particularly those in the health sciences.

3. **Programming.** Perhaps the most visible indicator of campus impact is the extensive programming effort put forth by the Center, some in collaboration with the WSP and other campus units. Often, an individual's first awareness of an idea or issue comes from hearing a new speaker or attending a workshop or symposium. The Feminist Research Seminar has addressed a void in feminist discourse on this campus. Although attendance varies, between 76 and 100 persons annually have paid \$25 to receive papers from the seminar. This indicates a very high degree of campus impact. (We do not believe that there are many, if any, other regular seminars on campus that would attract such a following.)

4. **Curriculum.** The other area of enormous campus impact has been the curriculum transformation projects. As described earlier, the consequence of this groundbreaking effort has

been the literal transformation of over 100 courses taught at UCLA. This means that thousands of students now and in the future will benefit in immeasurable ways by this effort. The inclusion of literature by women of color is being felt in ways not normally visible to those who review these efforts. One of the review committee members recently had a meeting with an applicant for a Student Research Program position. The student is a Muslim Indian engineering major from Bangladesh. He had taken a literature course (from a white male instructor) and was exposed, for the first time, to the writings of Zora Neale Hurston. He was literally bubbling with enthusiasm and sought out a student research experience that would put him a greater contact with the issues raised in that course. Multiply such an impact and perhaps societal transformation will occur.

5. Publications. Publication efforts have been somewhat modest, so community impact at this stage is not substantial. Nevertheless, the Newsletter, which has a circulation of approximately 6,000 worldwide, has received high praise by many. It is seen as a vehicle for networking, dissemination of ideas, research exchange, introduction of new scholars and new work to the field, and as an organ of communication on a campus that can be depersonalizing and isolating. Although the Newsletter was once published quarterly, its fate seems uncertain at present, given the drastic funding cuts that have already transpired, and those that are to come. The loss of the Newsletter would be a significant loss to the UCLA community. Other publications have been influential, including the Directories, proceedings of CSW conferencees, and the curriculum intergration project bibliographies. The latter is an unparalled international resource.

E. Public Service

The CSW plays a leading coordinating role in helping scholars in other institutions share new knowledge and stimulate critical thinking. It acts as an information link for scholars interested in women's studies and gender issues. The extensive conferences, lecture series, and other events on topics relevant to feminist research and gender issues have been previously described. These events, attracting the UCLA community and others from local institutions of higher learning, have proven to be highly valued and well attended educational offerings. Through funded projects such as HELP, the CSW is supporting curriculum development among high school teachers in the public schools.

PROGRAM FOR THE STUDY OF WOMEN AND MEN IN SOCIETY
SOCIAL SCIENCES B-15
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GRADUATE DIVISION
OFFICE OF THE DEAN

To: Claudia Mitchell-Kernan, Vice-Chancellor, UCLA Graduate Programs

From: Lois W. Banner, Professor of History and the Program for the Study of Women and Men in Society, University of Southern California
Lois W. Banner

Date: 12 June 1993

Re: External Review, Center for the Study of Women, UCLA (Memo initially drafted May 16, 1993; revised June 11, 1993). This memo represents my independent evaluation of the Center, based on the days of interviews and discussions. I have consulted with no one in the writing of it, given my understanding that you wanted a completely independent evaluation.

As an individual external not only to the UCLA Center for the Study of Women but also to UCLA itself, my overall estimation of the Center is very positive. I think that in all areas of evaluation--research, teaching, impact on the campus, public service--the Center has performed in a laudatory manner.

Among the national Women's Studies community, the Center is well-known and highly respected. Conferences on "The Dark Madonna," on "Women and the French Revolution"; "Whatever Happened to Women's Liberation," among others held, have garnered sizable audiences and local and national recognition. Over the past number of years, UCLA has hired a large number of scholars with major reputations nationally within Women's Studies. The Center provides the kind of research support and interdisciplinary networking that services to support and further the research of these individuals in a manner that is crucial to their future teaching and research initiatives, as well as their willingness to remain at UCLA in a time of declining resources.

The Center has further played and will continue to play a leading role as an ORU within the University of California system. To my knowledge, no other campus within the University of California system possesses such a research center, and the UCLA Center leadership is determined to initiate the kind of networking

to generate conferences and coordination among the University of California Women's Studies Programs. Comparative Women's Research centers in the West at present exist primarily at the University of Arizona and Stanford University, and the UCLA Center ranks comparatively with them in terms of programs essayed and external funding received. In other words, it has a strong reputation in terms of any of the indices of performance relating to recognition on the national and local scene that might be applied.

Assuredly the UCLA Women's Center cannot claim to have generated the kind of external funding that one might find being generated by, say, a Psychology Department or a School of Public Health. The limited total, however, is reflective of the fact that Women's Studies as a discipline has always gained its primary impetus from the Social Sciences and the Humanities--and these are scholarly areas in which individuals do not apply for grants to fund research. As an interdisciplinary specialization, Women's Studies originated in the late 1960s especially within the fields of English, History, Anthropology, Sociology, and Psychology, and these have remained the strong intellectual centers of the discipline over the twenty years it has been in existence. Applications for research support in many of the disciplines in these curricular and scholarly areas involve applications only for salary support; only rarely do humanists ask for government or foundation support for the collection of data. Yet the UCLA Center for the Study of Women has had notable success in energizing humanities' faculty to apply for external funding proceeding beyond salary support, and here I note several grants from the National Endowment for the Humanities and especially the Ford Foundation Grant, "Integration of Ethnic Women into UCLA's Liberal Arts Curriculum."

As a discipline, Women's Studies nationally has possessed only a small component within the sciences and related fields like Public Health and Medicine. Nationally, the field is much less developed in these areas than it is in the disciplines in which it initially originated. In moving to form alliances within the health and sciences areas at UCLA, the Women's Center will establish a laudable innovation within the national Women's Studies movement and one which could have a major impact within the entire field of Women's Studies. At present it is difficult to judge how successful these tentatives will be, or how much funding they will generate. It is possible that these new directions may have impact only on scholarly directions and on teaching. Yet if such is the case, I think that the Women's Center will be reaching its mandate to stimulate research and to contribute to the university's teaching mission. The new Race, Gender, and Science Project chaired by Sandra Harding and Sandra Traweek seems highly promising, as does the projected multidisciplinary conference, drawing especially on the talents of Medical School faculty member Susan Love, on "the breast."

EXTERNAL FUNDING AND RESEARCH SUPPORT

The research and funding support services provided by the Center seem to be excellent, and everyone we spoke to during the two main review days was highly complimentary about those services. In fact, Principal Investigators on grants being administered by the Center for the Study of Women from both Psychology and Sociology told us that they prefer to put their grants through the Center rather than their home Psychology and Sociology Departments because of the superior encouragement and support that the Center offers. Whether this will be the case for other areas of the university is impossible to say. It is clear, however, that even if the Center's new initiatives do result in new grants from the sciences, it is debatable that the health and science units will share with the Center for the Study of Women any of the revenue generated by these grants, even if Principal Investigators desire for such sharing to occur.

This is sufficiently a potential problem of such magnitude, given current budgetary shortfalls, that wisdom dictates that the university enunciate a general policy on this matter with regard to all of the ORUs, and that some general policy about the sharing of grant revenues be negotiated. Otherwise, any effort that the Center for the Study of Women makes in generating research grant proposals may be necessarily futile.

On the other hand, it seemed clear from the interviews we conducted that the Center has not been as forthcoming about grant consideration in certain areas as it might. Especially with regard to the minigrants, some recipients indicated that the monitoring of those grants had been less diligent than might have been expected. If these grants are intended to result in future application for external funding, they have not been entirely successful. It is imperative that award letters spell out in no uncertain terms that these grants have as their goal the possibility of external funding and that the Center for Women expects that grant recipients will house any further grants received from the project within the Center. (Staffing weaknesses have often resulted in this kind of inattention to detail. I will comment on these difficulties later in this report).

On the other hand, minigrant results in terms of research have had the same success as much of the Center's activities: although external funding has not always resulted, there has been a notable catalyst in terms of completed research. Thus one eminent professor of History to whom we talked informed us that without the minigrant she would not have completed the projected research, since it rested on her ability to hire a graduate student assistant in an area of research in which she had no particular expertise. With this assistant in place, the recipient of the minigrant was able to successfully proceed to the completion of this research.

Figures provided in the internal review document indicate that the applications to the minigrant competition have fallen off during the past several years. Raising the amount awarded to \$5,000 may alleviate this problem; on the other hand, the issue seems to be related to the need to bring new faculty into a relationship with the Center. This is a need of which the current leadership is entirely aware, and they seem to be moving in a variety of ways to expand the faculty support base of the Center.

Yet I think it would be highly regrettable if the Center were to be judged in terms of external funding, and if its very major indirect benefits in terms of research and teaching were not recognized. Take, for example, the Ford Foundation grant on "Integration of Ethnic Women into UCLA's Liberal Arts Curriculum." This grant had the effect of substantially revising something over 100 courses within the UCLA curriculum. Major service was done in terms of this grant to all the Ethnic Studies programs, and there was significant cooperation, and a total lack of conflict, between these units in fulfilling the terms of this grant. Extensive bibliographies in every area of the intersection between Women's Studies and Ethnic Studies Centers were generated. This exercise not only generated research and curricular resources in a key area of the curriculum in which, because the fields are so new, research was scattered but it also taught the Center leadership and staff how to put bibliographies together, for further exercises in this kind of knowledge generation.

One distinguished professor who had participated in this program told us how the work had generated in her total revision of her courses, while she had been enabled by it to put together a reader in Ethnic Women's Studies which has been published by a major press and which has been acclaimed as marking a new direction in the learning base of her field on a national scale.

AFFILIATED SCHOLARS' PROGRAM AND GRADUATE STUDENT SUPPORT

In terms of the various categories of researchers affiliated with the Center, the Research Scholar category has clearly been the most successful, probably because the individuals appointed to this designation have accomplished substantial research and have substantial publications to their credit; thus, they almost automatically secure the respect of the UCLA faculty. Furthermore, they have been at the university a sufficient length of time so that they are known to most of the faculty active in Center activities.

The success of the Affiliated Scholars Program is more problematic. The group to which we spoke indicated that they were very pleased with the designation and that they found the ability to use the library crucial to the success of their current research

projects. But they did not feel a part of the Center community, and they were entirely unaware that the sorts of services they thought would help them--e.g. computer access, office space--could probably be arranged. They felt they were neither encouraged nor helped in writing the kind of grant support that they needed, given the fact that several of them do not have regular academic employment.

For the most part, however, this group of scholars has neither significant publications nor much research reputation. We understand that applications have deteriorated to the point that almost anyone who applies is accepted. Given the weak standing of the current holders of these positions, I hesitate to recommend that the Center leadership and staff put more time into the program. Nonetheless, if it is to continue successfully, these individuals ought to be more fully integrated into the life of the Center. Each individual should be given a faculty mentor; indeed, it is possible that no one should be accepted without a faculty person willing to help that individual integrate into the life of the community. Bonds between these scholars should be established by a luncheon early in the year, and they should be accorded a forum at least once a year for the presentation of their research.

One of the most successful of the Center's programs is that directed toward the graduate students. The graduate students to whom we spoke were universally filled with praise for the ways in which the Center serves them. They felt that they had been completely integrated into the activities of the Center; they felt welcomed at all Center events. They were grateful for the existence of the travel grants, which enabled graduate students without much source of funding to complete research that they might otherwise have concluded only with difficulty. They spoke of the inestimable value to their work of being able to have interdisciplinary connections and of the ways in which their research directions were expanded and enriched by their participation in the Center as one of the few place at UCLA where interdisciplinary networking could take place. They were especially pleased with the graduate student conference held once a year because of its invaluable support in allowing them to have a forum for professional development and for the presentation of research in a formal setting. Several of those to whom we talked indicated that their departments did little in this regard, and that without the intellectual and program home provided for them at the Center, they would be even more alienated at UCLA than they already are. In other words, they felt that the Center was crucial to their ability to gain the necessary professionalization to become research scholars of note.

Many of the faculty to whom we talked seemed to think that the graduate program was not doing as well as it might because of the lack of a Women's Studies graduate degree at present, but the graduate students who are active in the Center did not feel that

this was the case. They thought that having students formally enrolled in Women's Studies would aid in the expansion of the graduate program but that it was ably fulfilling its graduate student mission at the present time.

FRIENDS OF THE CENTER FOR THE STUDY OF WOMEN

In the two main days of interviews, this activity of the Center emerged as highly problematic. Not only has the fund-raising of this group been minor, but they have absorbed large amounts of Center staff time. My own recommendation would be that the Center should not disband this group but that its position within the structure of the Center should be made clear. Why the Center is required to put on special events for this group remains unclear to me, and such activity raises the whole issue of what the mission of the Center is supposed to be--an intellectual and teaching entity furthering the research mission of the university or an extension service providing watered-down activities for the community.

From the point of view of an outside observer, the actual amounts of money contributed and raised by the friends are minor. No one on the Center Staff or within its leadership is trained in development, and if major development activities are to occur, such training is crucial. Or, if it appears that there is the potential for major support from this group, the UCLA Development Office ought to provide greater direct support to the Center development activities. On the other hand, the Center leadership and staff is overstretched, and my own recommendation would be that, given the limited success of this program thus far and its divisiveness for the academic program, it should definitely not retain the high priority it has seemed to have over the years since the years the Center came into existence.

I would like to point out that one of the initial mandates of Women's Studies Programs was to serve the community in terms of its disadvantaged and minority members. To put on programs for well-to-do women does nothing to further this mandate. I am not suggesting that the UCLA Center should involve itself in community development. Indeed, the initial socially radical thrust of Women's Studies as an interdisciplinary program has been largely lost in Women's Studies Programs nationwide, as they have largely evolved into curricular and research-centered enterprises. I am only pointing out that, to the Women's Studies community outside of UCLA, the Friends Program begins to look like a service provided to individuals who may be the least in need of it.

I would recommend that the friends be included in all Center activities and that special welcoming receptions could be held for them within the context of conferences. Speakers whose message is less theoretical and more accessible than others could be starred

as of special interest to friends. The kinds of money that students pay to attend UCLA and to have access to the faculty on a regular basis might be pointed out to them. Faculty associated with the Center are divided on the issue of the participation of the friends. A few faculty are extremely loyal to this program; the majority are, however, censorious of it and feel that the Friends add very little to Program activities. And, it might be pointed out that one of the most generous of the donors among the Friends, namely Dr. Penny Kanner, is a well-known scholar of British History who has been associated with UCLA in a number of teaching and research capacities. Indeed, cultivating faculty associated with the Center and Research and Affiliated Scholars in terms of development may be just as promising an avenue to pursue. I wonder if the Center has done anything to reach emeriti faculty, in terms of offering them any kind of affiliation with the program.

STAFFING AND LEADERSHIP

Over the nearly ten years of its existence, the Center for the Study of Women has experienced a series of leadership difficulties over which it had no control. Primary among these was the failure to hire a Director for the Center from external candidates. We understand that this unsuccessful search process lasted over several years and that faculty experienced a major demoralization as a result of the failure. This was a failure for which the Center bore no responsibility, but it eventuated in the appointment of a number of Acting Directors who, with a temporary and insufficient mandate, did not have the longevity to enunciate a definite program for the Center. (Nonetheless, it must be pointed out, they did continue the program of speakers, of minigrants, of research seminars, of conferences, and of supporting funded research.)

The appointment of Kate Norberg as Director of the Center has resulted in what appears to be a renewed Center energy. Indeed, the amount of programming that has gone on during the time since Professor Norberg took on the leadership role is nothing less than extraordinary. She has profitted from such serendipitous situations as the appointment of Sandra Harding and her assumption of a science initiative, but one could also note that she has had the wisdom to see the possibilities in such occurrences and to provide the institutional and personal support for them. Professor Norberg has moved to bring efficiency to the Center staff, to revise faltering programs, and to attempt new initiatives. The relationship between the Program and the Center is on an excellent footing. Any one of these accomplishments might have been sufficient to give her high marks as a leader. But that she has been able to accomplish all of them is near breathtaking.

I see, however, a certain downside to what Professor Norberg

has done. As I read much of the documentation on the Center, it seems to me that the faculty has been operating for some time in terms of a "star" mentality. The expectation that a Director from the outside would bring some kind of glamour to the Center which would result in its overnight transformation into an unqualified success and the subsequent demoralization that this did not occur bespeaks to this motivation. In any organization, it is easy to allow power to gravitate toward a key leader, who will then be expected to do all the work as a tradeoff for having the power. Professor Norberg should take great care that faculty participation in the Center is constant and ongoing and that faculty members are taking over responsibility for the work. If over the course of the interviews I heard any criticism of Professor Norberg's leadership, it was that she is insufficiently consultative in planning and executing program activities. I would suggest, for example, expanding the membership of the Executive Committee and making certain that votes are taken in that committee on important matters. I would also suggest some system of election to this central committee. Simply asking people to stand for a policy-making committee flatters them and brings them into greater cohesion with the governing structure.

Moreover, we heard much during the main two days of review about a certain tension between the Humanities faculty, now involved in a certain reading of feminist theory, and the Social Sciences faculty, more empirical in orientation. This tension exists in the national field itself, and it is replicated in many Women's Studies Programs and Centers throughout the nation, as various factions within the curricular and scholarly movement contest for possession of the center of the discipline. The Center leadership has done the best it could to moderate this disagreement, by hosting programs designed to appeal to each group's prejudices and interests. So long as the programs mounted and the conferences held respond to the presentation of work that is at the "cutting edge" of the disciplinary development of Women's Studies, this particular issue may be moot.

It is possible that it might be moderated by having a series of seminars in which individuals talk across theoretical walls and attempt to find common grounds of interest. Representation of the various groups and positionings within the central governing bodies of the Center might help. Holding a conference on some broad interdisciplinary topic like "the breast" might also allow individuals to discern ways in which the research of others, with quite different theoretical orientations, adds to the production of a feminist knowledge base. In my estimation, feminism has evolved a "rainbow coalition" of theorizations in accord with the extraordinary broad range of its disciplinary perspectives. Just as the university does not operate in terms of a unified perspective, neither does feminist theory, and everyone involved in the project should recognize that as a strength, and not as a weakness, of feminism.

Allowing such a perspective to flourish in the women's community at UCLA might also help in overcoming the perspective of many who are not yet associated with the Center that because they do research on "women" and not "feminist" research, the Center is not germane to their interests. The difference, it seems to me, is a false dichotomy and one that the Center needs to address in its outreach to communities beyond the central core of scholars who have long supported the Center.

Faculty Committees, it seems to me, should relieve the burden on the central office and more fully express their loyalty to the Program by taking on complete responsibility for the Affiliated Scholars and for the Friends, making clear the exact amount of Center staff time and support that they can use, to obviate the possibility that the faculty on these committees do not put all of the work they generate on the shoulders of the Center staff. Feminist process has always stood for collective decision making and collective sharing of responsibilities. It is my impression that the UCLA Center has not paid enough attention to this principle.

The internal review document still expresses the hope that an outside scholar may be brought in to direct the Center. In a period of declining budgets, this possibility seems problematic. And, Professor Norberg's continuing leadership at the Center has certain inherent problems. As an Associate Professor, she needs time to produce the scholarship that will bring her promotion to Full Professor. Given the vast amount of tentatives she has undertaken, she faces the possibility of burnout. It seems reasonable to expect that within a few years the Center will once again have to look internally within its own faculty for a Director. To make certain that candidates will emerge who will take on this position, it is important that a collective sense among the faculty be fostered.

Moreover, there has been a declining staff resource at the Center, especially apparent in the sizable staff reduction of a year ago. It is nothing less than miraculous that the current downsized staff seems to be able to provide support services in some measure equal to those of the past. This success seems to be due to the excellent abilities of the individuals whom Professor Norberg hired to take over the administrative responsibilities at the Center. The extent to which, however, these individuals will continue to be able to provide staffing if the anticipated growth in the size of Center activities occurs is problematic. What I have identified as slippage in administrative details--the insufficient monitoring of the minigrants, the slippage in the Affiliated Scholars Program--may also be due to the fact that most of the staff was only hired about nine months ago and that they are still learning the requirements of their positions.

But a point is going to come in which the staff simply is not going to be able to handle the bulk of the activities coming through the office. Indeed, if the tentatives toward the sciences do result in increased grants and participation of faculty within the Center, the existing staff will not be able to handle the amount of work it should generate. Right now the Center is operating in a wide variety of directions, almost as though they feel the requirement to attempt to do anything that is possibly asked of them. The Director and the leadership of the Center needs to prioritize its activities: to decide what is absolutely key to the Center's mission and to its future development and to move ahead with those activities and to put others on the backburner. To a certain extent, this Women's Center, like many Women's Centers nationwide, has not yet claimed its "power," its real strength and established identity as a key player within the university community. To be a part of the Center community should be considered an honor which also implies a certain amount of responsibility for the success of the Center's programs and activities.

Each person we talked to during the two main days of interviewing seems to have a slightly different story of what the Center has done and accomplished over the years, even as each individual has a slightly differing expectation of what he or she desires from the Center. Given the fact that this Women's Center extends throughout the breadth and extent of a university which is at best cohesive within the disciplines and at worst a fragmented community of scholars, each primarily interesting in his/her own research and teaching, the networking accomplished by the Center is impressive. For at least a generation, it is my impression that the greatest excitement in terms of research and knowledge generation has been produced at the interstices between the disciplines. The Women's Center at UCLA has been and will continue to be, I am certain, key to this mission on the UCLA campus.

UNIVERSITY OF WISCONSIN-MADISON



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June 13, 1993

Dr. Claudia Mitchell-Kernan
Vice-Chancellor, Graduate Programs
UCLA
405 Hilgard Avenue
Los Angeles, California 90024

Dear Vice-Chancellor Mitchell-Kernan:

Attached is my response as an outside evaluator in the five year review of the Center for the Study of Women at UCLA.

It was a pleasure to meet with you and your colleagues, and with the staff and participants of the CSW, and to find out more about the functioning of this distinguished Center. It has greatly contributed to fostering research and learning--both empirical and theoretical--in the new discipline of women's studies, and it has provided an interdisciplinary focal point for programming at UCLA which has stimulated the thinking of faculty and graduate students alike.

UCLA is to be greatly commended for its establishment and support of this organized research unit. It is beyond question that your University will richly benefit from its continued support and encouragement. The problems it faces are problems which are common to Centers with its mission at other major public universities, not tokens of difficulties unique to UCLA, and its scope and achievements rank it in the top tier of similar centers at other research universities. I will take up specific issues in greater detail and relate my judgments to the information provided to the Committee in the attached response.

Best wishes as you continue to foster innovative programs such as this one.

Sincerely,

Cyrena N. Pondrom
Cyrena N. Pondrom
Director

Outside Evaluator's Report
UCLA Center for the Study of Women

In the self evaluation of the Center for the Study of Women Director Kate Norberg set forth its founding mission as acting "as a catalyst for new research by developing funded projects, conferences, and publications on women and gender." In accomplishing that mission, it was anticipated that the Center would "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. . . other units, foster regional leadership for research on women, publish journals in women's studies, enrich the curriculum in women's studies, and establish UCLA's national reputation for . . . research on women."¹

Five years later, one can assert that the Center has succeeded in addressing with distinction major aspects of its mission. There is no question that the Center has succeeded in its goal "to encourage and develop innovative research on women and gender" (SE: 2). For example, the mini-grants have stimulated further projects which have seen publication, and some of these have commanded extramural support (although rarely submitted through the Center itself). Graduate students testified to the catalytic effect the programs and travel grants of the Center have had on their dissertation research. Affiliated scholars and research fellows, several of whom have produced published research and have gone on to command extramural support (again, not always submitted through the Center), eloquently affirmed that the very possibility of their research had depended upon the facilities and "legitimacy" conferred by the Center.

Several professors spoke of the stimulating effect of the Faculty Research Seminar and urged its evolution into a position of greater prominence. Several other faculty spoke approvingly of the excitement generated by the distinguished speakers at the theory speakers series and suggested that such intellectual enrichment made a positive contribution both to the creation of humanities research and its quality. Some of these interviewees indicated that intellectual challenge in gender analysis was not readily available to them through their own disciplines or departments, and that the Center thus played a critical role in their own intellectual development.

Moreover, some grants and interdisciplinary research projects could not have been conducted had UCLA not been able to provide the sponsorship of the Center for the Study of Women. A particularly clear example of this kind is the Ford Foundation sponsored

¹ "Self-Evaluation: UCLA Center for the Study of Women, page 1. Further references will appear in the text, abbreviated SE.

"Integration of Ethnic Women into UCLA's Liberal Arts Curriculum," a \$100,170 project continuing in some form today on other funds. The major seed grant for this work was made available only to institutions with historically strong women's research centers. Other grants might have been available to other units, but found a hospitable intellectual environment only at the Center.

Such evidence documents that the Center has "served as a catalyst for new research," "stimulated faculty development and interdisciplinary research," enabled visiting scholars or non-ladder staff to conduct research, cosponsored research with other units, and been the originator of work that could not have been done elsewhere on the campus. As a representative of another public research University, I can testify to the contribution the Center has made to UCLA's reputation. I was well aware of the Center as one of the important focal points of Women's Studies research and one of the leaders of such activity on the West Coast. My on-site review has confirmed and documented the reputation which preceded the UCLA Center for Research on Women across the United States.

This assessment addresses, I believe, the central questions which are posed to the five-year evaluators: has the ORU made good progress toward meeting its initial goals and expectations? The answer is clearly "yes." Should the ORU continue, with the expectation that it will continue to enrich the life of the campus in a way that fully justifies the investment of resources in it? Again, the answer is clearly "yes." *

Having responded to those critical questions, I want to turn to several issues which came up repeatedly in the course of the review, which I believe can be illuminated particularly effectively from the perspective of a scholar from outside the University. I was struck by the fact that I found the topics which were identified as problems for the Center extraordinarily familiar. So far from being problems peculiar to some form of failure at this Center, the particular issues here are ones that are familiar among the strongest and most productive centers for the study of women across the country.

Central among these issues are:

- *the question of mission
- *the issue of focus
- *the expectation of income generation
- *and the question of appropriate administrative location and structure.

Mission

Although the earlier summary of the mission statement and the success of the unit at meeting it would seem to lay this question

to rest, in fact, many of the issues which the committee addressed imply assumptions about the mission of the Center which must be taken into account in evaluating it. These issues can most clearly be put by a series of questions:

Is the business of the Center feminist research, research by women, or research (of any type) about women? If either of the latter, why should such research not go on in traditional disciplinary units rather than an interdisciplinary ORU?

Is the responsibility of this unit purely and simply research, or--as some interviewees suggested--or does it have political and cultural functions? (For example, does it provide moral support for important research undervalued or not understood within other disciplines? Does it offer a climate of acceptance for some women scholars which facilitates their excelling within their own disciplines? And by what activities does it accomplish this?) If the Center does have important functions not measured exclusively by its "own" research projects, is it thus necessary to evaluate this unit at least in part by assessing the ways in which it enables or assists segments of the campus to excel in their own disciplines?

Is it the purpose of this unit to generate extramural support? How much? Is it assumed that such income should be equal to or greater than the dollars required to support its core budget?

Is it the mission of this unit to serve the needs and desires of the ladder faculty who form its governing committees?

Is it the mission of this unit to provide support to the leaders and groups who seek to serve women in the Los Angeles community? And, more briefly: is it the mission of this unit to provide research on the role of women at UCLA? Is it the mission of this unit to provide System-wide leadership in women's studies research?

All of these missions were advanced to the committee as mandatory or appropriate by one of more of the persons we interviewed. It takes no lengthy examination to see that they cannot all easily co-exist. What is essential in understanding the Center is to recognize that it must tolerate and respond to claims made upon it by members, supervisors and users who hold these very different conceptions of its mission.

What must be apparent from any consideration of these questions, however, is that this is not simply one research unit like any other, constructed to channel a flow of federal funds to a currently popular kind of research. It is as much engaged in redirecting the research of persons in existing disciplines as in generating new research of its own. It remains concerned with supporting research by and about women at the same time that it

must, at core, address new questions which are prompted by feminist methodologies and frameworks. Even though its principal focus is the academic community, it will face powerful demands to respond to the non-academic community that lies beyond the campus confines. The important inference to draw from these comments is that the Center for the Study of Women, like its peer Centers across the country, is a hybrid. It is not a pure research Center, but a unit deeply involved in programming as well as research--programming which serves to prime the research pump for disciplines across the campus. Success at such a venture cannot be measured exclusively by an accountant's total of dollars received, and the director of such a Center faces political pressures which far exceed those confronted by most directors of pure research units.

This perspective reveals the true and very large value of the lectures, seminars, conferences and discussion groups of the Center--all of which abound. These time-consuming (and usually not dollar-generating) activities are intrinsic to the most basic functions of the Center, and inseparable from its contributions to the University.

Focus

Some interviewees told us that the Center was concerned almost exclusively with the Humanities. Others told us with equal sincerity that the Center did almost nothing outside the social sciences. Some told us the Center was strongly focussed on theory. Others said that empirical research had dominated the Center from the beginning. In short, nearly everyone wanted to see the Center do more to support her own area of research or methodological approach, and interpreted programming in areas other than their own as an "over"emphasis.

There is a cautionary tale here. This is a Center which has defined its mission in terms of the needs and interests of women on campus. It has spanned the range of women's studies, in all the multiplicity of meanings that phrase has taken on. It has not defined its focus narrowly in terms of the research which a single agency or coterie of agencies is willing to support. The latter tends to be the pattern of the very small number of Centers which are largely self-supporting from extramural funds.

Nearly everyone told us that the Center was considering re-directing its focus to the health sciences. I believe that an effort to concentrate the activities of this Center in a single area so as to maximize its effectiveness at grant generation would have severe consequences for the political base of the unit. If a faculty member with expertise in health and/or science research associates herself with the Center and assumes active responsibility for generating such research projects, a science focus might well take an important place in its array of

programming and research areas. But the development of a new research area requires time, professional expertise, and commitment. It probably cannot be done in a way that results in securing on-going major grants if it is an activity added on to all of the responsibilities the director already has.

This is not intended to discourage development of increased programming in the health and science area, but to temper expectations of its immediate results. Probably the wisest suggestion we heard about focus was to establish thematic emphases within the humanities, social sciences and sciences. This approach would have the virtue of preserving the broad political base which is essential to the Center's acceptance and support, while concentrating efforts in each of the three areas. Such emphases could change from year to year or with the ebb and flow of specific research projects.

Income Generation

The Center's participants all hold "home" appointments in other academic units at UCLA. We confirmed time and again that individual departments and schools--nursing, public health, and social welfare were specifically named--instruct their staff members that all grants and contracts must be submitted through the home unit, an expectation that the merit and promotion exercises enforce. We discovered that projects that had been started with Center assistance or housing were frequently continued through "home" departments elsewhere on the campus. This generalization applied even to the Ford Foundation grant on ethnic women.

Moreover, we observed little space set aside for the housing of research projects in the Center, and certainly no laboratory space. The continuation of the ethnic women grant is housed away from the Center's central offices, for example.

The two most basic motivations to run a grant through a unit is to secure the space and related services necessary to its operation and to bring overhead back to the unit in which one's salary is set. The Center has neither of these incentives to offer to encourage identification of the Center as the formal administrative site of extramural grants and contracts. Under these circumstances, to expect the Center to "book" under its own accounting codes grants and contracts that largely equal its core operating costs is to place it in a catch-22 situation. The reality is that other university units receive formal credit for extramural research inspired at least in part by the programming and research development that goes on at the Center.

Indeed, one of the roles historically played by Centers like CSW is to foster and support the research that women faculty will count for credit toward tenure in their diverse home units across

the campus. Moreover, funding for women's projects has always been marginal in American academic life. The most recent figures of which I am aware identify 5% of the funding of major American foundations as earmarked for women and girls, and there is no correlative to NEH or DOE that is focused specifically on women's studies research.

It is very important, thus, to assess the generation of extramural research support in terms of these realities, and to recognize that the function of the Center is, precisely as its mission says, that of catalyst, not of assembly-line producer of research. To that end, an accounting system that credited the Center as well as the home department for research dollars brought in by Center members would give a far truer and more accurate portrait of the Center's accomplishments in this area.

Administrative Location

One question addressed to the committee concerned the desirability of a merger of the Center with the Women's Studies Program. It clearly is desirable to have the two units work closely together, and where possible share programming supports, such as address lists, computer services, and certain kinds of space. The adjacent location of the units is very important.

On the other hand, the actual merger of the units is, in my judgment, unwise. It immediately raises questions about who is the final decision maker within the unit and pits the needs and priorities of the ORU against those of the academic program. In a period of shrinking resources it could force a choice between the needs of undergraduate instruction and graduate instruction/faculty research. Such competitive pressures risk eroding the support base for the Center; it establishes a zero-sum game. Such consequences would cripple the ability of the Center to play its catalytic role across the campus and narrow its base to that of a component unit of a single undergraduate program.

The Centers which seem both the most productive and administratively the most secure across the country are "independent" Centers with a reporting line which resembles the one currently in existence at UCLA. It probably would be a short term economy with a long term cost to alter that arrangement in any really substantial way.

Conclusions

The Center for the Study of Women has made substantial contributions to the intellectual life of UCLA and has enhanced the University's reputation across the country. Under its current direction it is sharpening its foci and actively developing

research areas that may offer greater opportunities for extramural funding. These initiatives should be encouraged.

The Center is a distinctive, hybrid unit, embedded in other departments more fully than is usual because of its complete reliance on joint appointees with disciplines other than women's studies. Its importance to research and the intellectual life on the campus is even more vitally what it can stimulate elsewhere than what it conducts by itself--and in this role it has achieved real distinction. The Center has earned continued University support and can be relied on to continue to stimulate innovative interdisciplinary research across the campus.



Cyrena N. Pondrom
Director
Women's Studies Research Center
University of Wisconsin-Madison
June 16, 1993

SUPPLEMENT A

Center for the Study of Women 1992-1993 Fiscal Summary

	Appropriation	Expenditures	Balance
Permanent Budget for CSW Operations (Cost Centers 1,2,3)			
Academic Sub 0 & 2 - Cost Center 1A	40,831.33	30,731.29	10,100.04
Administration - Cost Center 2A	120,195.92	80,671.30	39,524.62
Development - Cost Center 2D	45,500.00	38,500.00	7,000.00
Programs - Cost Center 3A	44,366.00	17,872.30	26,493.70
Mini Grants - Cost Center 3M	13,000.00	10,500.00	2,500.00
Publications - Cost Center 3P	9,500.00	3,470.92	6,029.08
Research Development - Cost Center 3R	6,500.00	1,738.52	4,761.48
Subtotal:	\$279,893.25	\$183,484.33	\$96,408.92
Less \$24,275 fy 9293 Cuts	(\$24,275.00)		(\$24,275.00) *
Total:	\$255,618.25	\$183,484.33	\$72,133.92 *
* Funds have been earmarked for a new brochure, conferences, mini-grants, and the new Gender and Science program, but monies will not actually be spent until fy 1993-94			
Special One Time Allocations for CSW Operations (Cost Centers 3A & 3P)			
Publications	4,292.04	2,523.72	1,768.32
Programs	500.00	500.00	0.00
Graduate Student Support	15,000.00	14,649.42	350.58
Miscellaneous	-32.48	0.00	-32.48
Lesbian & Gay Series	5,000.00	4,745.66	254.34
Total:	\$24,759.56	\$22,418.80	\$2,340.76

(continued on next page)

CSW 1992-1993 Fiscal Summary (continued)

Income				
	Total:	\$1,347.68	\$1,130.37	\$217.31
Donors				
	Total:	\$141,875.18	\$6,382.67	\$135,492.51
University Support to Faculty Research				
Curriculum Writing Integration Project	72,190.88		61,684.91	10,505.97
Gender & Politics	4,486.33		4,726.14	-239.81
President's Fellowship Program	35,739.83		35,477.63	262.20
K. Norberg	3,043.96		2,964.79	79.17
J. Wrigley	112.12		113.26	-1.14
	Total:	\$115,573.12	\$104,966.73	\$10,606.39
Extramural Research Grants				
(include multiple year funding and overhead)				
NSF(4 grants)	268,481.00		252,923.91	15,557.09
NIH	297,070.00		63,118.93	233,951.07
NSF/ASA	2,500.00		2,487.97	12.03
NIMH	418,337.00		417,885.69	451.31
Ford Foundation	30,200.00		21,458.51	8,741.49
Gould Foundation	19,492.24		3,202.51	16,289.73
InterAmerican Foundation	10,000.00		10,000.00	0.00
MacArthur Foundation	26,913.56		26,390.17	523.39
Spencer Foundation	274,150.00		274,686.18	-536.18
	Total:	\$1,347,143.80	\$1,072,153.87	\$274,989.93
GRAND TOTAL:	\$1,886,317.59		\$1,390,536.77	\$495,780.82

Supplement B

CSW DEVELOPMENT FUNDS 1992-1993

Funds raised by the Center and its Friends group, if unrestricted, are placed in CSW's general UCLA Foundation account #5722 or in the UC Regents Various Donors fund #53073. Membership contributions to the Friends group are also placed in this Foundation account. All other gifts have been placed in the appropriate restricted Foundation accounts. Income earned from fund raising events were deposited to the designated Foundation accounts. Funds were transferred from Foundation accounts to the UC Regents linking funds to offset expenses.

	Balance 6/30/92	Contributions Investment Income Gain Transfers 1992-1993	Transfers 1992-1993	Expenditures 1992-1993	Balance 6/30/93
UCLA Foundation #5722 Friends of CSW	\$14,868	\$13,616	(\$8,000)	\$0.00	\$20,484
UC Regents Friends Linking Fund #56050	\$7,773.92	\$0.00	\$8,000 (\$10,000)* \$1,000**	\$3405.67	\$3,368.25
UC Regents Friends/Director Discretion Fund #KN-56050	\$0.00	\$0.00	\$10,000	\$1,977	\$8,023
UCLA Foundation #5733 Faculty Research Fund	\$17,632	\$0.00	\$0.00	\$0.00	\$17,632
UC Regents Fac Res Linking Fund #56110	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
UCLA Foundation #5795 Mandel Fund	\$1,286	\$250	\$0.00	\$0.00	\$1,536
UC Regents Mandel Linking Fund #52359	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
UCLA Foundation #8344 Kanner/Wollstonecraft Prize	\$22,754	\$5,714	(\$1,000)	\$0.00	\$27,468
UC Regents Kanner Linking Fund #56024	\$0.00	\$0.00	\$1,000	\$1,000	\$0.00
UCLA Foundation #6022 Graduate Student Research Support Fund	\$3,535	\$835	\$0.00	\$0.00	\$4,370
UC Regents GSR Linking Fund #56024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
UCLA Foundation #6023 Affiliated Scholars Support Fund	\$100	\$0.00	\$0.00	\$0.00	\$100
UCLA Foundation #8409 Jean Stone Fund	\$37,609	\$12,600	\$0.00	\$0.00	\$50,209
UC Regents Various Donors #53073	\$2,302.26	\$0.00	\$0.00	\$0.00	\$2,302.26
TOTAL	\$107,860.18	\$33,015	\$1,000	\$6,382.67	\$135,492.51

*transferred to Friends/Director Discretion Fund #KN56050
**91-92 funds returned from 19900 (Fellowship - M.O'Connor)

