

UCLA CENTER FOR THE STUDY OF WOMEN

ANNUAL REPORT

JULY 1, 2003 - JUNE 30, 2004

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INTERIM DIRECTOR**

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ANNUAL REPORT
2003-2004**

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UCLA CENTER FOR THE STUDY OF WOMEN
Annual Report
2003-2004

OVERVIEW

During the 2003-2004 academic year, the Center for the Study of Women continued to work within the confines of serious budgetary constraints experienced most intensely by the organized research units on campus, but increasingly felt by all sectors of the university.

This was a transitional year for the CSW inasmuch as the Director, Miriam Silverberg, chose not to extend her term of service beyond the three years she had originally committed to the Center. Christine Littleton, Professor of Law and Women's Studies and Chair of the UCLA Women's Studies Programs agreed to take on the position of Interim Director for the 03-04 and 04-05 AY. Just before the close of 03-04 AY, Regina Lark was promoted to the position of Assistant Director and her work in this capacity will focus on development, fund-raising and outreach.

ACHIEVEMENTS

By far the biggest achievement for the 03-04 AY was the Gender Equity workshop series and summit, under the auspices of, and institutional support from Associate Vice Chancellor Rosina Becerra and the Office for Faculty Diversity. The May 17th summit engaged faculty in discussion to develop strategies for addressing recruitment, retention, academic climate, and other issues raised by the Gender Equity Climate Report released in Spring 2003. Chancellor Carnesale, EVC Neuman and VC Donna Vredevoe were in attendance. The meeting focused on recommendations developed by faculty from 20 departments and professional schools in a series of workshops focusing on recruitment, promotion, and leadership (Appendix A). The report is posted on our website (<http://www.women.ucla.edu/GEquity.html>) and also on the Faculty Diversity at UCLA website (http://faculty.diversity.ucla.edu/gender_equity/docs/GenderEquityReport_May2004.pdf)

University and International Outreach:

Newsletter: The Center for the Study of Women and Women's Studies Program issued their second joint newsletter, written and edited by Women's Studies graduate students. This effort reflects the ongoing goal for collaboration between the Center and Women's Studies. The second issue of this 15-page newsletter focused on both local and global gender-related and featured articles about issues associated with women and science, building transnational linkages, and a report on a speech given at UCLA by Shirin Ebadi, the 2004 Nobel Laureate for Peace. (Appendix B)

Thinking Gender Graduate Student Research Conference: The Fourteenth Annual event was once again co-hosted by the UCLA Graduate Division and the USC Center for Feminist Research. It drew an audience of 00 for its seventeen panels on such topics as "Thinking Transgender: From Margin to Center and Border Crossing" and "Migration: Gendered Flows of Culture, People, and Capital," as well as what has now become an annual presentation on "How to Get an Article Published" by the co-editor of *Signs*.

Website: The close working relationship between the Center and the Women's Studies Programs is also illustrated by the fact that the CSW website (www.women.ucla.edu), which is shared with Women's Studies, continues to be maintained by CSW Administrative Specialist, Maggie Fielding. In 03-04 AY the Center added substantially to the information and links available on its section of the site.

Signs: Former CSW Directors, Professors Sandra Harding, and Kathryn Norberg, continue to co-edit the leading feminist journal, *Signs*, which completed its fourth year of operation here at UCLA in June 2004. *Signs'* operating costs and incidental expenses are paid by the University of Chicago Press. These include the salaries of the Principal Editor, the Senior Editor, and the Administrative Assistant II; office machinery and supplies, telephone and other expenses. The Dean of the Social Sciences pays for two Graduate Student Researchers at 50% time and provides summer compensation and teaching release of the two Co-Editors.

Signs staff handles fiscal management and Senior Administrative Analyst Van Do-Nguyen handles faculty/staff personnel and payroll.

PROGRAMMING

The CSW calendar lists a total of 51 programs for the 2003-2004 academic year (Appendix C). The 43 events organized solely by the Center had excellent program attendance, routinely attracting 20-38 undergraduate and graduate students, visiting scholars, research scholars, and others from outside the university. The Center also hosted its two annual receptions: a fall reception aimed partly at introducing new faculty to the CSW community (which drew an attendance of over 75), and its seventh annual "Meet the Authors: Book Signing and Reception" in December. (Appendix D)

Co-sponsors for the other events included: The Lesbian, Gay, Bisexual and Transgender Studies Program, the Office for Faculty Diversity, the School of Law, the Center for Medieval Studies, the Center for Comparative and Interdisciplinary Research on Asia and the MRG for Transnational and Transcolonial Studies. Programs initiated by CSW increased from 34 to 43 despite the unprecedented budget cuts. Co-sponsored lecture series included the four-part Sociology of Gender Series, now in its seventh year, (20 to 30 attendees) and the fourth year Lesbian, Gay, Bisexual and Transgender Studies series (40+ attendees). The CSW also co-sponsored the LGBTTS Q-Grad conference. (Appendix E)

The Feminist Research Seminars offered graduate students an opportunity to earn one unit of credit each quarter by enrolling in Women's Studies 204 and attending three of the six seminars offered during the year.

RESEARCH

During the 2003-2004, the CSW submitted 2 proposals to the National Science Foundation for Prof. Sharon Traweek's research project on developing digital historical archives at KEK (Japan's National High Energy Accelerator Organization) and collecting Oral Histories for the archive. Prof. Traweek (History Dept.) serves as the Principal Investigator and Prof. Anne Gilliland-Swetland (Department of Information Studies) is the Co-Principal Investigator. CSW also administered one intramural grant from the Institute for Labor and Employment (second grant of two awarded to Research Scholar Judy Branfman). (Appendix F)

Based on the Director's view that outside research funding must be pursued by the Center especially during this time of budgetary crisis, the Director and Assistant Director held a number of meetings with UCLA administrators and community leaders to develop information and contacts for development strategies.

UCLA FACULTY INVOLVEMENT WITH THE UCLA CENTER FOR THE STUDY OF WOMEN

During the 2003-2004 academic year, a total of 44 faculty representing 23 departments/schools served on CSW committees. Of these, 21 faculty served on the appointed CSW Advisory Committee, and 23 other faculty participated in 12 sub-committees). (Appendix G)

Over 630 faculty, most from UCLA, were on the Center's mailing list and a majority attended some or many of the 51 lectures, seminars, conferences and workshops organized and co-sponsored by the Center during the year. Of the 600+ faculty on the mailing list, 151 regularly and continuously were involved in Center activities and responsibilities.

STUDENT INVOLVEMENT WITH THE CENTER FOR THE STUDY OF WOMEN

In 2003-2004 there were 450 graduate students representing 45 departments/schools on the CSW mailing list, and all of the Center's programs were well attended by graduate students. In addition, the Center provided the opportunity for students to serve on several of its committees, such as reading Travel Grant applications.

One graduate student had research position at the Center funded through the Graduate Division. For the second year the Center awarded a stipend, funded through the Graduate Division, to a graduate student who had the responsibility for coordinating the annual Thinking Gender conference, which was very successful

and provided the student with an opportunity to acquire experience in professional development. For the second year in a row the student hired to coordinate the conference this year was also a Women's Studies graduate student. By agreement, the CSW will continue to hire WS graduate students for this position and this reflects the Graduate Division's new procedure of combining CSW and WSP allocations.

Twenty students representing 21 different departments and professional schools were awarded travel grants (totaling \$5,918). Ten of these recipients received funding for research and 10 received funding for conference presentation. The maximum award per student was \$500. One student in the department of Sociology, working on workplace experiences for transgendered people, received the \$3,000 Paula Stone fellowship and a student from the English working on Irish women, nationalism and representation in Irish literature, received the \$3,000 Jean Stone Fellowship. A third student received the \$1,000 Wollstonecraft Award for her work on political women during the French Revolution. The recipient of the \$1,000 George Eliot Award for her dissertation on autobiography and women from Maghreb. Finally, three students were each awarded a \$750.00 Constance Coiner Undergraduate Prize. (Appendix H)

Three \$500 Tillie Olsen awards were given to CSW research scholars. The Tillie Olsen award, a quasi-endowment by a current CSW research scholar, is to be used to support participation in scholarly conferences, travel to research sites, or the purchase of specialized research materials.

Thinking Gender: The Fourteenth Annual Graduate Student Research Conference was co-sponsored with USC for the eleventh year. Fifty-nine graduate students, a decrease of thirteen from last year, participated. Of these 59 students, 21 were from UCLA, 14 were from USC and 24 were from other campuses, including: U.C. Berkeley, U. C. Davis , U.C. Irvine, U. C. San Diego, California Institute of Integral Studies, Case Western Reserve University, CUNY Graduate Center, Emory University, Florida Atlantic University, Sarah Lawrence College, Simmons College, Sonoma State University, University of British Columbia, University of Central Florida, University of Florida, University of Manitoba, University of Michigan, University of Oregon, University of Southern Florida and University of Texas at Austin. Fourteen UCLA faculty, one USC faculty, and one faculty from California State University, Northridge chaired the 16 panels, and approximately 248 people (a significant increase from last year's 200) attended the daylong event held at the UCLA Faculty Center. This was the seventh year the Center has received \$2,000 from the Graduate Division in order to help support this event in recognition of the fact that the conference serves a wide spectrum of UCLA's graduate students, routinely drawing from over fourteen departments and two professional schools, the University of Southern California and *Signs*. (Appendix I)

FACULTY AND GRADUATE STUDENTS FROM OTHER CAMPUSES AND INDEPENDENT SCHOLARS

In 2003-2004, CSW sponsored a total of twelve Visiting Scholars including eight international scholars from universities in Bulgaria, Canada, Iran, Japan, Jerusalem, Mumbai, and Taiwan. It also admitted eight new scholars to the Research Scholars program and renewed the applications for 28 of these independent local scholars who given library access and are able to use UCLA as their academic affiliation. (Appendix J) The Center hosted one luncheon for visiting and research scholars each quarter, providing an informal setting for the presentation of work in progress.

In May 2004, the CSW, in conjunction with the WSP, hosted UCLA Regents Lecturer, Dr. Azza Karam, Director of the World Conference of Religions for Peace Women's Program at the United Nations. Dr. Karam's public lecture, "Islamisms, Women, and the State: Feminist Dynamics in the Muslim World" was a well-attended event held at Royce Hall. Dr. Karam spent the remainder of her two weeks working with WS graduate students, speaking to graduate and undergraduate classes, and meeting with faculty from UCLA and surrounding universities.

Approximately 14 faculty from campuses in the area and from other campuses in the U.S. participated in Center seminars and conferences during 2003-2004. Nine scholars from abroad also presented their work, in addition to faculty visiting UCLA from within and outside the United States, who were not affiliated with the Center for the Study of Women.

The Thinking Gender conference included one USC faculty moderators (a decrease of six from last year), and 38 graduate students from four southern California regional campuses, two northern California campuses, and a record seventeen from out-of-state campuses, presented their research. Seventy-two of the approximately 258 attendees were from other campuses. Attendance was higher than in previous years and can be attributed to greater outreach, provided by a Call for Papers that appeared on the H-WMST Listserve, which reaches an international audience.

PERSONNEL

Career Staff:

CSW regularly employs three FTE staff (a Management Services Officer II Supervisor, a Senior Administrative Analyst and an Administrative Specialist) and a 33% FTE Director. The Senior Administrative Analyst participated in the Staff and the Academic Reduction in Time Program (START) at 75% time in fiscal year 03-04, resulting in 25% salary savings. Since the CSW/WSP administrative reorganization (1997-1998), these staff members now serve both CSW and WSP, and the two FTE staff in Women's Studies Program, also serve the CSW. In addition, during 2003-2004, CSW employed three Graduate Student Researchers and one undergraduate work-study student.

Project-based staff:

Signs Journal Project employs one full-time Principal Editor, two 50% time Senior Editors, one full-time Administrative Assistant II and two 50% time Graduate Student Researchers.

The Center, the Center Director, and individual faculty and Principal Investigators also employ GSRs for particular projects.

PUBLICATIONS

The Center continues to publish its calendar of events three times per year. Center activities also help shape scores of publications each year in more indirect ways, inasmuch as the research and scholarship of the faculty, graduate students, and visitors involved in Center projects benefit from interaction with the Center. In order to better track such publications and following on the recommendation of the *ad hoc* Five-Year Review Committee, the CSW faculty advisory committee voted in the spring of 1999 to create CSW Faculty Affiliates who would agree to provide the CSW with a list of their publications each year. The high number of faculty publications at this year's "Meet the Authors" event demonstrates the effectiveness of this strategy. (**Appendix of Publications?**)

SPACE

Since 1998-1999 the Center has occupied the following space in Kinsey Hall: 288 A-C, housing the main administrative office for both CSW and WSP, the Administrative Assistant [paid by WSP] who serves the two units; the Administrative Specialist; work space for student employees; the offices of the Director and the Manager); 276 (occupied by the Senior Administrative Analyst and work-study students); and 355, the seminar/conference room, which is shared with Women's Studies. CSW was loaned the Visiting Scholar office in Bunche 2221. On June 28th the staff and offices of the CSW and WSP were relocated to their new temporary space in Mira Hershey Hall and will remain in residence there until June 2006. The 9 offices allocated to the two units represents the first time that the CSW and WSP has had contiguous office space.

DEVELOPMENT FUNDS

(Appendix L)

FISCAL SUMMARY INCLUDING SUPPORT FUNDS AND EXPENDITURES

(Appendix M)

UCLA
GENDER
EQUITY SUMMIT

“FOCUS ON SOLUTIONS”

MAY 17, 2004

4-7 PM

FACULTY CENTER,
CALIFORNIA ROOM

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I. AGENDA

I. Welcome

Christine Littleton, *Chair, Gender Equity Summit Committee*

II. Opening Remarks

Chancellor Albert Carnesale

III. How did we get here (Part 1)? Gender Equity at UCLA

Anne Peplau, *Chair, Gender Equity Oversight Committee*

IV. Update on Gender Equity Data Committee Recommendations

Paula Lutomirski, *Associate Vice Chancellor, Institutional Planning*

V. Update on Gender Equity Climate Committee Recommendations

VI. How did we get here (Part 2)?

The 2004 UCLA Gender Equity Summit

The GES Committee

The GES Workshops

Linda Garnets, *Gender Equity Workshop Facilitator*

VII. Report from the Workshops

VIII. Response to the Report

Daniel Neuman, *Executive Vice Chancellor*

Rosina Becerra, *Associate Vice Chancellor, Faculty Diversity*

IX. Your turn: Questions, Responses, Ideas from the audience

II. SUMMARY - RECRUITMENT

- 1. Designate more searches at the assistant professor level, fewer at associate or full.**
- 2. Train all department chairs, deans and chairs of search committees on effective recruiting methods and practices; include frequent follow-up sessions.**
- 3. Assess the recruiting process, and reward progress in recruiting a diverse faculty.**
 - a. Publish yearly “progress reports” on each department’s recruiting in terms of diversity, and provide additional resources or recognition to departments or units that show progress.
 - b. Include gender and diversity progress (or lack thereof) in eight-year review
 - c. Share successful strategies among departments.
 - d. Conduct regular interviews (in person or via email questionnaires) with female faculty who refuse offers: what reasons are given, what recruiting package was offered, what conditions were placed on the offer.
 - e. In the meantime, while exit interview procedures are being developed, begin with a study of past refusals to see if there are patterns that affect female recruits’ decisions.
- 4. Develop more and better options for child care and other family issues.**
 - a. Give priority in assigning scarce child care and early education spaces to female recruits (or to primary caretakers).
 - b. Form a partnership with LAUSD to develop increased access to public K-12 schools near campus.
 - c. Create an office to assist spouses/partners to find employment in the area.
- 5. Disclose more information, in more “user friendly” form, to recruits (as well as to established faculty).**
- 6. Provide written explanation/justification for “short lists.”**

III. SUMMARY – RETENTION/PROMOTION

1. Disclosure, disclosure, disclosure

- a. Departmental promotion files should be open to all ladder faculty, regardless of whether the particular departmental rules allow voting by all faculty.
- b. Actual salary information (not just steps or ranges) should be generally available and updated yearly.
- c. Each department should have a written policy on its expectation for stages of promotion.
- d. Each department should adopt a written policy on expectations for service.

2. Assess the “service burden” on female faculty.

3. Develop more and better mentoring programs.

- a. Department chairs should review current formal or informal mentoring to assure equal access by junior faculty and fair distribution of effort by senior faculty.
- b. The AVC should develop a pool of senior (including emeriti/ae) faculty who could serve as mentors outside the departmental structure.
- c. Good mentors should be recognized and asked to share their strategies with others.

4. Offer training programs for faculty in negotiation skills, faculty rights, personnel procedures.

- a. Every faculty member should be offered training in negotiation skills.
- b. Every faculty member should receive training in University policy and procedures on tenure, promotion and other personnel actions.
- c. Every faculty member should receive training in grievance procedures, rights of appeal, legal rights and legal processes, including clear and consistent information on non-discrimination.

IV. SUMMARY – LEADERSHIP

- 1. Increase gender and racial representation in leadership positions.**

- 2. Increase opportunities for faculty to gain information, experience and training in leadership.**
 - a. Conduct training workshops on leadership

 - b. Create a forum for sharing of experience and expertise among current and potential faculty leaders.

 - c. Create “chair-in-training” positions so that faculty can learn about the important role of department chairs

- 3. Designate “leadership” as the issue area for future gender equity workshops.**

V. UCLA GENDER SUMMIT REPORT – MAY 17, 2004

BACKGROUND

During the weeks of April 19 and May 3, individual faculty from 20 different departments and professional schools met in workshops to exchange ideas about addressing gender equity in recruitment, promotion and leadership. Over 100 ideas were floated, many of which appear in the appendices to this report. A set of these were selected (largely by consensus) as having the potential to achieve concrete results in either the short or long term. In choosing which strategies to develop for presentation at the Summit, participants took into consideration prior work done by the Gender Equity Task Force and the Gender Equity Committees, the recent addition of an Office of Faculty Diversity, and current resource constraints.

This report reflects the deliberations of the two separate workshop groups. These workshops were made possible through the efforts of the Associate Vice Chancellor for Faculty Diversity Rosina Becerra, the Gender Equity Summit Committee (listed below), workshop facilitator Linda Garnets and Center for the Study of Women Manager Regina Lark. Any inconsistencies or errors in distilling and reporting are, however, the sole responsibility of the author.

STRATEGIES FOR RECRUITMENT

1. Designate more searches at the assistant professor level, fewer at associate or full.

The pool of eligible candidates for assistant professor is more representative, in terms of gender and race/ethnicity, than the pool of senior level candidates. Especially during a period when the absolute number of searches authorized is limited, the diversity of the pool from which new faculty is drawn should be as great as possible. Moreover, hiring at junior levels reduces the cost of hiring and brings to UCLA the most recent developments in theoretical, methodological and pedagogical training in various fields.

All institutional actors in the hiring process can participate in this strategy, from the UC President, UCLA Chancellor and Vice Chancellors, Deans, Chairs and search committees.

2. Train all department chairs, deans and chairs of search committees on effective recruiting methods and practices; include frequent follow-up sessions.

Effective recruiting requires both information and skill. Recruiters should be provided with up to date information about campus resources, including such areas as housing services; the varied communities within Los Angeles, their demographics, transportation, schools and institutions; institutes, organized research units and other centers that foster intellectual community across disciplines; libraries, special collections and media resources. Recruiters should also be trained in the skills of recruiting, such as active listening, problem-solving and anxiety reduction.

Training sessions can be organized by the Office of Faculty Diversity, but the cooperation of deans, chairs and faculty search committees will be crucial to their success.

3. Assess the recruiting process, and reward progress in recruiting a diverse faculty.

This strategy has several parts, each of which would provide important information and make additional steps easier to plan and accomplish.

a. Publish yearly “progress reports” on each department’s recruiting in terms of diversity, and provide additional resources or recognition to departments or units that show progress.

Recognizing that gender equity intersects with race, ethnicity, disability, sexual orientation and other aspects of diversity, departments should be given incentives to work toward a diverse faculty. The publication in October 2003 of “Diversity Statistics” in a new format that makes it easier to track information provides a starting point. Even in a climate of scarce resources, incentives (such as public recognition, special awards, etc.) could be fashioned to recognize successful efforts.

b. Include gender and diversity progress (or lack thereof) in eight-year review

c. Share successful strategies among departments.

Chairs and search committees of departments that have been successful in recruiting a diverse faculty should be asked to share their strategies. This both recognizes the innovators and spreads the innovation.

d. Conduct regular interviews (in person or via email questionnaires) with female faculty who refuse offers: what reasons are given, what recruiting package was offered, what conditions were placed on the offer.

e. In the meantime, while exit interview procedures are being developed, begin with a study of past refusals to see if there are patterns that affect female recruits’ decisions.

4. Develop more and better options for child care and other family issues.

UCLA has long recognized this as an important part of both recruitment and retention, and has made efforts in the direction of providing such options. The steps suggested here should be seen as part of those efforts rather than substitutes.

a. Give priority in assigning scarce child care and early education spaces to female recruits (or to primary caretakers).

b. Form a partnership with LAUSD to develop increased access to public K-12 schools near campus.

c. **Create an office to assist spouses/partners to find employment in the area.**

5. Disclose more information, in more “user friendly” form, to recruits (as well as to established faculty).

Although UCLA is a public institution and most relevant information is therefore a matter of public record, it is surprisingly hard to find specific information, especially about actual salaries, what recruiting packages are typical, what items are negotiable. Recruits who receive “full disclosure” are likely to experience the negotiation process as more collaborative and less adversarial.

As a result of prior gender equity efforts, there is a “one stop” website at faculty.diversity. The process of improving and updating this website is, however, unnecessarily cumbersome. An additional staff person could be placed in the Office for Faculty Diversity who could manage the website, provide brief summaries or abstracts of materials and reports that are currently linked, and create a bulletin board for postings from faculty.

6. Provide written explanation/justification for “short lists.”

Much of the selection process takes place before candidates visit the campus. Although some explanation of how the short list was compiled may already be provided, the bar should be raised on the quality of the explanations provided. Higher expectations would lead to more careful determinations during the process itself, and avoid unconscious bias in the disqualification of female candidates from consideration.

RETENTION/PROMOTION

1. Disclosure, disclosure, disclosure

Open information and discussion is more likely to build trust and lead to collaborative processes within departments.

a. **Departmental promotion files should be open to all ladder faculty, regardless of whether the particular departmental rules allow voting by all faculty.**

b. **Actual salary information (not just steps or ranges) should be generally available and updated yearly.**

c. **Each department should have a written policy on its expectation for stages of promotion.**

While there will always be exceptions, the absence of a written policy creates mistrust and allows unconscious bias to operate in particular cases.

d. Each department should adopt a written policy on expectations for service.

Some faculty members will choose to exceed expectations because of their own interests or commitments, and faculty will no doubt be asked to perform additional service when the department, school or campus has particular needs. Nevertheless, some statement of general expectations will allow faculty to make conscious choices and to monitor the equity of the distribution of necessary service.

See also #5 in the “Recruiting” section above.

2. Assess the “service burden” on female faculty.

The Gender Climate Committee found a significant degree of belief among faculty that women at UCLA carry a higher service burden than men, and included in its recommendations a study of whether this belief is accurate. The AVC should arrange for this study to be performed and the results published. Service to the profession or the community and mentoring of junior faculty should be valued as service to the department and the University. The role of UCLA faculty as “public intellectuals” should be highlighted, and the work of governing the University should be publicized. Since the continued viability of the University is dependent on the “service” of faculty, the University should make every effort to acknowledge, respect and reward this category of the Call.

3. Develop more and better mentoring programs.

a. Department chairs should review current formal or informal mentoring to assure equal access by junior faculty and fair distribution of effort by senior faculty.

Some departments have formal mentoring programs, while others use informal means. Either way, it is important to make sure that all junior faculty receive effective mentoring and that the tasks of mentoring do not fall unfairly on a few.

b. The AVC should develop a pool of senior (including emeriti/ae) faculty who could serve as mentors outside the departmental structure.

These mentors could provide a broader perspective, “reality checks” for faculty in difficult departmental situations and a resource for faculty in departments with severe underrepresentation of women.

c. Good mentors should be recognized and asked to share their strategies with others.

Training in effective mentoring would be useful both in creating a broader group of mentors and in making mentorship more attractive to faculty within departments.

4. Offer training programs for faculty in negotiation skills, faculty rights, personnel procedures.

a. Every faculty member should be offered training in negotiation skills.

Experienced negotiators can collaborate on expanding options and developing mutually beneficial outcomes. Intra-departmental negotiations over promotion, resources such as lab space and research assistance, even compensation, can become building blocks for departmental solidarity rather than stumbling blocks for female faculty.

b. Every faculty member should receive training in University policy and procedures on tenure, promotion and other personnel actions.

This is an area in which the information is readily available, but written materials alone are inadequate. We don't rely solely on written materials in teaching our students the content and skills of our various disciplines, so why should we assume that dissemination of policies and procedures is sufficient for faculty? Training sessions in which faculty can ask questions and request additional explanations would demystify the promotion process.

c. Every faculty member should receive training in grievance procedures, rights of appeal, legal rights and legal processes, including clear and consistent information on non-discrimination.

Faculty hold many important rights, based both in law and in University policy. Uncertainty about the extent of these rights and how they can be protected, however, can prevent their successful exercise. Employers are required by law to inform employees of their legal rights, including both internal grievance procedures and rights to sue. Simply publishing this information is insufficient, and misinformation or confusion can be costly to all parties.

In addition, misinterpretation of non-discrimination law can have the ironic effect of increasing inequality: If decision-makers fail to take account of gender issues under the mistaken impression that this is required in order to avoid gender preferences, unconscious bias is a likely result. Clear guidance should be provided to chairs and others, and specific information should be provided to all faculty.

LEADERSHIP

1. Increase gender and racial representation in leadership positions.

Diversity is desirable in the administration as well as in the faculty as a whole. The AVC should collect and publish data on the number of female chairs, deans, and vice chancellors. Additional strategies are necessary in order to increase representation.

2. Increase opportunities for faculty to gain information, experience and training in leadership.

- a. **Conduct training workshops on leadership**
- b. **Create a forum for sharing of experience and expertise among current and potential faculty leaders.**
- c. **Create “chair-in-training” positions so that faculty can learn about the important role of department chairs**

3. Designate “leadership” as the issue area for future gender equity workshops.

This year’s workshops focused on issues of recruitment, retention and leadership. However, most of the discussion centered on the first two areas, with insufficient time to devote to the third. Another series of workshops should be planned for next year, with a focus on strategies for improving gender equity and diversity in leadership.

Respectfully submitted,

Christine A. Littleton,
Interim Chair, Center for the Study of Women
Chair, Gender Equity Summit Committee

On behalf of the GES Committee:

Kimberle Crenshaw, Professor of Law
Margaret Kivelson, Professor of Earth & Space Science
Kathryn Norberg, Associate Professor of History
Chon Noriega, Professor of Theater, Film & Television, and
Director, Chicano Studies Research Center
Anne Peplau, Professor of Psychology
Judith Smith, Acting Vice-Provost of the College

VI. TIMELINE OF REPORTS AND PROGRESS

In Fall 2000, the Committee on Gender Equity issued a report entitled: “*Gender Equity Issues Affecting Senate Faculty at UCLA.*”

The report includes an analysis of salary data (excluding Health Sciences) and made two findings: a) analysis did not identify systemic salary discrepancies based on gender if one controlled for rank, and, b) analysis suggested slower process through the ranks for women.

Report recommended the appointment of several additional committees to conduct follow up studies with special focus on:

1. analysis of salary data in health sciences
2. speculations developing a sophisticated personnel research database
3. an examination of non-salary gender and diversity issues

As a result, four additional groups were created:

- *Health Sciences Committee*
- *Data Committee*
- *Climate Committee*
- *Oversight Committee*

The Data Committee was appointed in response to the recommendation to investigate the quality of the payroll and promotional data available at UCLA and make recommendations for a longitudinal database that would allow a comprehensive analysis of gender differences in career progression over time.

Goal: To understand whether or not, and the mechanisms through which, gender is related to academic advancement.

On March 7, 2003 Gender Equity Data Committee issued a report entitled: “*Gender Equity Data Committee Final Report.*”

In response to the 2000 UCLA Gender Equity Committee Report which found that women faculty felt undervalued by the University, the Climate Committee was charged with investigating qualitative aspects of faculty gender equity on the UCLA campus.

In January 2002, a UCLA Faculty Climate survey was distributed to all faculty and several focus groups of selected female faculty were conducted.

On April 8, 2003 Gender Equity Committee on Academic Climate issued a report entitled: “*An Assessment of the Academic Climate for Faculty at UCLA.*”

The Health Sciences Compensation Committee report is forthcoming.

Summary of Reports and Findings Regarding Gender Equity at UCLA

I) Quantitative Data

A) General Findings:

§ Salary differentials between men and women are small or nonexistent when comparing individuals within the same rank and department and who have similar year of hire and year of highest degree.

§ Salary data also suggests different patterns for men and women in terms of advancement through the ranks and representation across academic units.

§ The proportion of women on the faculty has been rising steadily but very slowly since the early 1970's (see Chart 1 which shows that the trend has been for the percent of women on the faculty to increase by about half a percent per year) At this rate of increase it would take more than 50 years to achieve equality in the numbers of men and women.

§ Women faculty are especially needed in areas such as physical sciences, engineering, and management where they remain poorly represented even relative to nominal availability pools.

B) Specific Findings:

§ Differences in salary at the Assistant Professor level are small.

§ Conditional on year of hire and year of highest degree, men earn 11.4% more than women at UCLA in terms of total compensation^[1] (controlling for rank narrows this difference to 9.2%) (Note: *controlling for department narrows the difference to 2.4% suggesting overall difference in compensation between men and women results from the fact that women are concentrated in lower paying departments.*)

§ There are still very small numbers of women faculty in many departments and men are far more likely to be found at the senior end of the ladder than women (Data indicates that there may be differences in rates at which men and women progress up the faculty ladder.)

§ Conditional on year of highest degree, hire date at UCLA and department, women who have been promoted to tenure are 4.9% less likely than men to have reached the rank of Full Professor.

§ With the exception of Physical sciences, it is only at the rank of Full Professor that females earn consistently less than males across academic units.

II) Qualitative Data

A) From 2000 Report

§ Many faculty feel that information on salaries is closely guarded and that those who seek it may face repercussions.

- § Some faculty believe that maternity policies are not consistently implemented.
- § There is a shortage of affordable and available childcare on campus.
- § It is widely believed that women (and especially minority women) may be unduly burdened with committee and departmental assignments, often in roles of low visibility, while at the same time, very few women serve on the most important committees.

B) From 2003 Climate Committee Report^[2]

1. Results of an anonymous written survey to faculty^[3]

- § The majority of faculty (80%) report they would choose to work at UCLA if given the opportunity to choose again.
- § Women are less satisfied than men in most aspects of life at UCLA assessed by the questionnaire.^[4]
- § Women and men faculty differed most in their response to a survey item about service. 65 % of women compared to 19% of men agree that “Women faculty face a greater service load than do men.”
- § When considering specific resources and benefits, men and women faculty report asking for and receiving resources at about the same rate.
- § Faculty from racial/ethnic groups other than non-Hispanic white are less satisfied with their experiences at UCLA than faculty who identify as non-Hispanic white.
- § Faculty in non-ladder series are less satisfied than ladder faculty.
- § In comparison to assistant or full professors, associate professors have the most negative perceptions of equity in advancement and access to relevant information.
- § Overall, faculty who perceive their working environment to be collegial, stimulating and supportive are most satisfied with UCLA.

2. Key Areas of Agreement of Focus Group Studies^[5]

- § Women faculty perceive that power and influence are concentrated in the hands of white, male faculty who control access to information and resources.
- § Women faculty report experiencing subtle (and not so subtle) gender and racial/ethnic bias in the behavior of some colleagues and staff.
- § Women faculty feel their scholarly contributions are scrutinized more carefully or evaluated less favorably than equivalent work of their male colleagues.
- § What is described as a competitive and self-aggrandizing climate at UCLA is seen to be, at times, in conflict with many women’s social and cultural upbringing or with their ethical standards.
- § There is widespread concern about the impact of childbearing and childrearing on women faculty members’ professional careers.

III) Summary of Recommendations:

A) From 2000 Report

1. The creation of a new committee structure to investigate gender issues.
2. Improvements in data quality.
3. Increased openness regarding salary data.
4. Clarification of policies regarding maternity leave.
5. Childcare and educational support for faculty children.
6. Assuring that service burdens, especially for women and minorities are equitable.
7. A further analysis of concerns specific to minority women.
8. A further analysis of gender climate on campus.
9. Administrative guidance regarding the University's approach to the achievement of diversity in the post Prop 209 era.
10. Reexamination of faculty recruiting, search, and hiring practices in light of Tidal Wave II.

B) From 2003 Data Committee Report

1. Prioritize the development, implementation and activation of a comprehensive longitudinal academic personnel database.
2. Allocate resources to conduct the career advancement analysis that will be made possible by the creation of longitudinal database.
3. Execute the five pilot studies identified in report.

C) From 2003 Academic Climate Report

1. Strengthen existing mechanisms and create new approaches for providing information to faculty.
2. Incorporate the status of women and ethnic minority faculty as an element in the review of academic programs and academic administrators.
3. Establish a competitive edge for UCLA in faculty and recruitment and retention by excelling in family-friendly policies and practices.
4. Determine and address the underlying causes of the perception that women faculty face a greater service load than to men.
5. Create a formal oversight mechanism to assess progress in implementing these recommendations.

6. Encourage and facilitate the hiring of women for full-time faculty positions including such leadership positions as department chair or dean.
7. To improve the academic climate for all UCLA faculty, extend these recommendations to the consideration of equity for other faculty groups and circumstances.

[1] Excluding data from Medical and Dental Schools.

[2] The climate committee defined academic climate as “the culture, decisions, practices, policies, and behaviors that, taken together, constitute the working and learning environment within a university unit.”

[3] The UCLA Faculty Climate Survey was distributed in January 2002 to all faculty in the following series: ladder; in-residence; clinical X; adjunct; clinical; clinical instructor; research; senior lecturer; and lecturer.

[4] In comparison to male faculty they feel less influential, rate their work environment as less collegial, view the evaluation process as less fair, feel less informed about academic advancement and resource negotiation, and rate the distribution of resources as less equitable.

[5] Three focus groups were conducted with selected groups of ladder faculty women: African American and Hispanic faculty (all ranks); Assistant Professors (all ethnicities);

Distinguished Faculty (all ethnicities).

VII. FACULTY DIVERSITY STATISTICS

2003-2004

Diversity Statistics – Regular Rank Faculty

Campuswide Total

	Asian		African America		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
	Professor	22	104	8	15	15	45	1	3	46	167	200	835	0	0	246	
	2%	8%	1%	1%	1%	4%	0%	0%	4%	13%	16%	67%	0%	0%	20%	80%	100%
Associate Professor	23	29	6	8	5	13	1	0	35	50	67	143	0	0	102	193	295
	8%	10%	2%	3%	2%	4%	0%	0%	12%	17%	23%	48%	0%	0%	35%	65%	100%
Assistant Professor	15	39	6	6	4	8	1	0	26	53	36	119	2	3	91	175	266
	6%	15%	2%	2%	2%	3%	0%	0%	10%	20%	24%	45%	1%	1%	34%	66%	100%
Total Ladder	60	172	20	29	24	66	3	3	107	270	330	1097	2	3	439	1370	1809
	3%	10%	1%	2%	1%	4%	0%	0%	6%	15%	18%	61%	0%	0%	24%	76%	100%

(Chancellor's Office-Faculty Diversity)

VIII. RECOMMENDATIONS FROM THE GENDER EQUITY COMMITTEE ON ACADEMIC CLIMATE - APRIL 8, 2003

OVERARCHING RECOMMENDATION: UCLA's leaders at all levels—the Chancellor, Vice Chancellors, Deans, and Academic Senate Leadership—must convey the critical importance of fair and equitable treatment of all faculty, promote collegiality, and foster openness in personnel and resource matters. This is essential to achieve the goal of gender equity and to create a supportive climate at UCLA.

RECOMMENDATION 1: Strengthen existing mechanisms and create new approaches for providing information to faculty.

A. Create and maintain a single website to provide comprehensive information for faculty at UCLA. This should be a “one-stop” location for information (and links to information) ranging from criteria for advancement to childcare resources.

B. Ensure that routine faculty training and information sessions meet faculty needs throughout their careers and across UCLA's many disciplines. Sessions should be sufficiently frequent and well-advertised and should include both general campus and unit-specific information.

C. Develop and promulgate UCLA guidelines for faculty mentoring, including a system for tracking participation.

RECOMMENDATION 2: Incorporate the status of women and ethnic minority faculty as an element in the review of academic programs and academic administrators, including Academic Senate 8-year program reviews and Deans' administrative reviews.

RECOMMENDATION 3: Establish a competitive edge for UCLA in faculty recruitment and retention by excelling in family-friendly policies and practices.

A. The Vice Chancellor – Academic Personnel should develop a comprehensive set of new policies and institutional practices to ensure that women faculty are encouraged to take full advantage of benefits that support career progress by accommodating childbearing and other family needs.

B. Expand existing child care resources and services.

RECOMMENDATION 4: Determine and address the underlying causes of the perception that faculty women face a greater service load than do men.

RECOMMENDATION 5: Create a formal oversight mechanism to assess progress in implementing these recommendations.

RECOMMENDATION 6: Encourage and facilitate the hiring of women for full-time faculty positions and such academic leadership positions as department chairs and deans.

RECOMMENDATION 7: To improve the academic climate for all UCLA faculty, extend these recommendations to the consideration of equity for other groups and circumstances.

The Committee's recommendations are offered with the view efforts to improve the academic climate for women faculty will, in fact, benefit the entire UCLA community.

IX. 10 THINGS YOU CAN DO NOW – FEMALE FACULTY

1. Visit the website for the Office for Faculty Diversity (<http://faculty.diversity.ucla.edu>) for information and follow the links to gender equity reports and University personnel policies.
2. Visit the website for the Center for the Study of Women (<http://www.women.ucla.edu>), add your name to its mailing list, and forward event announcements to your colleagues and friends.
3. Invite your graduate students individually to job talks, recruiting events.
4. Consider hosting a recruiting dinner in your home instead of a restaurant, especially for recruits who are unfamiliar with the Los Angeles area. Ask about dietary restrictions (vegetarian, kosher, Muslim, etc.).
5. Tell your department's MSO (or equivalent) about your neighborhood, especially if it is in an area of lower housing costs, substantial integration or decent public transportation.
6. Contact promising recruits before their visits to offer information and assistance.
7. Tell your colleagues what your salary is.
8. Start a list serve or 'zine on line to communicate with other female faculty, posting notices about your experience with child care, underpublicized services on or near campus, kudos for accomplishments by women. Use University email services or private commercial options as appropriate.
9. Invite male colleagues to attend presentations of your research, to act as commentators, or to discuss your research with you.
10. Add a book or video on negotiation skills to your summer reading/viewing list

X. 10 THINGS YOU CAN DO NOW – MALE FACULTY

1. Visit the website for the Office for Faculty Diversity (<http://faculty.diversity.ucla.edu>) for information and follow the links to gender equity reports and University personnel policies.
2. Attend an event sponsored by an organization on campus that focuses on research by or about women (e.g., the Center for the Study of Women- <http://www.women.ucla.edu>) and participate in the discussion.
3. Offer to mentor a junior woman in your department.
4. Tell your female colleagues your salary.
5. Send email to your colleagues (and especially your chair) about a female colleague's accomplishment.
6. Nominate a female colleague for a campus honor, such as University Research Lecturer, Distinguished Teaching awards, etc.
7. When you chair an ad hoc committee, be sure to detail the service record of the candidate, rather than simply listing departmental or university committees.
8. Speak up if a colleague makes an unfairly dismissive comment about a female colleague's scholarship, teaching or service.
9. Check on the gender and racial composition of the scholarly or professional organizations to which you belong, and sponsor any colleagues who may have been overlooked.
10. Check your citation practices for inclusion of work by female scholars, and by scholars of a different racial or ethnic group than yours.

XI. 10 THINGS YOU CAN DO NOW – CHAIRS

1. Create open promotion files (including redacted versions of materials that require confidentiality) for all faculty to review before tenure and promotion decisions.
2. Ask the curriculum committee to review your department's curriculum for inclusion of relevant gender and other diversity issues.
3. Send personal letters of congratulations for service to the department, with a copy to the faculty member's dossier.
4. Ask search committees or appointments committees to consider instructors in non-tenure track positions for appointment to tenure track positions when a search is opened.
5. Review departmental hiring priorities to guard against overlooking new areas within the discipline, and check for unnecessarily restrictive job descriptions that might exclude innovative or interdisciplinary scholars.
6. Invite the gender and ethnic research centers on campus to assist in efforts to recruit faculty interested in opportunities for intellectual community or interdisciplinary research.
7. Schedule information and training on gender equity, diversity, sexual harassment, grievance procedures etc. as part of regularly scheduled faculty meetings.
8. Set a "typical service norm" for your department and make sure all current faculty and recruits are given information on departmental expectations.
9. Translate "the Call" into written guidelines for your department that can be discussed at a faculty meeting (at a time when no specific candidate is being considered).
10. Email all members of your department asking for suggestions for improving gender equity and diversity, collect the results and schedule a faculty meeting to discuss them.

APPENDIX 'B'

CSW/WSP Newsletter was inserted into 03-04 Annual Report

UCLA CENTER FOR THE STUDY OF WOMEN
ALL EVENTS
2003-2004

DATE	SPEAKER & TOPIC	CO-SPONSOR(S)	Event Attendance
September 30, 2003	NADERA SHALHOUB-KEVORKIAN "Women, Militarization and Violence: The case-study of Palestine"	Law School	55
October 2, 2003	KARINA EILERAAS "Wounding Images: Colonial Photography, Sexual Violence, and Feminist Resistance in North African Literature"		10
October 7, 2003	CSW/WSP FALL RECEPTION		54
October 15, 2003	KAREN BRODKIN & ELLEN BROIDY "Shoveling Sand Against the Tide: Gender & Job Casualization in the University"		15
October 16, 2003	LGBT FALL RECEPTION	LGBTs	50
October 21, 2003	KATE SPROUL "California's Response to Domestic Violence"		15
October 23, 2003	SHARMAN BABIOR "Destination Japan: Domestic Violence and the Trafficking of Women"		24
October 28, 2003	ROBERT SEMBER "The Unravelling Blue: Sex as Grief"	LGBTs Lecture Series	16
October 31, 2003- November 2, 2003	THE MAQUILADORA MURDERS, OR, WHO IS KILLING THE WOMEN OF JUÁREZ? (CONFERENCE)	Chicano Studies Research Center, Amnesty International	250
November 5, 2003	MARY KELLY "The Ballad of Kastriot Rexhepi"		21
November 6, 2003	ESTHER ROTHBLUM "A Study of Lesbian and Gay Male Couples in Legal Civil Unions"	LGBTs Lecture Series, UCLA Sexuality Colloquium Series	18
November 13, 2003	BARRIE LEVY "Improving Interagency Collaborations to Prevent Domestic Violence"		8
November 15, 2003	QGRAD: SEXUALITY AND GENDER CONFERENCE	LGBTSP and LGBT Campus Resource Center	56
November 18, 2003	RHONDA HAMMER "Globalization, Family Terrorism and Feminism Post 9/11"		9
November 20, 2003	SHU-MEI SHIH & FRANCOISE LIONNET "Minor Transnationalism"		10

November 24, 2003	MEHRANGIZ KAR on Women's Rights in Iran	UCLA Near East Center	45
November 25, 2003	LINDA MILLS "Insult to Injury: Rethinking Our Responses to Intimate Abuse"	Law School Public Interest Program	47
December 3, 2003	MEET THE AUTHORS		56
January 14, 2004	ELLEN DUBOIS "Does the History of Woman Suffrage have a Future? International Perspectives"		15
January 15, 2004	MIRIAM ROBBINS DEXTER "The Frightful Goddess: Birds, Snakes, and Witches"		11
January 20, 2004	LAURIE SHRAGE "Pro Choice or No Choice' . . . and Other Alternatives"		10
January 22, 2004	FILM SERIES: PUNTO DE VISTA		15
January 27, 2004	LAURA MILLER "Organizational Culture and Sexual Assault at the Air Force Academy"		34
January 29, 2004	FILM SERIES: NEW DIRECTIONS		9
February 3, 2004	DENISE ROMAN "After the Fall: New Subjects at the Crossroads of Gender, Generation, and Sexuality in Postcommunist Romania"		14
February 5, 2004	ALICE WEXLER "Gender, Eugenics, and the Making of a Modern Genetic Disease"		12
February 6, 2004	MEDIEVAL CONFERENCE "Women & Religious Conversion in the Early Modern Era"	· CMRS	62
February 9, 2004	CINDY DONATELLI "Pepsi, Coke and Gender"		5
February 11, 2004	SIMI LINTON "Disability and the Holocaust: A History Revealed"	- Tarjan Center for Developmental Disabilities - Disability Studies Working Group - Center for Jewish Studies - "1939" Club Lecture Series, "Bearing Witness."	20
February 12, 2004	STAKING A CLAIM: DISABILITY STUDIES IN THE ACADEMIC CURRICULUM	- Tarjan Center for Developmental Disabilities - Disability Studies Working Group	35
February 13, 2004	CATHERINE MCKINNON & REVA	-The Law School	80

	SIEGEL Directions in Sexual Harassment Law	(Public Interest Law Program, Faculty Colloquium Series	
February 18, 2004	MUSLIM WOMEN, SEXUALITY AND SEXUAL IDENTITY: PANEL DISCUSSION	- Women's Studies Programs	32
February 19, 2004	FILM SERIES: CHANGING THE SUBJECT		13
February 24, 2004	NINEZ PONCE "Race, Ethnicity and Gender Match and Cervical Cancer Screening"		4
February 26, 2004	FILM SERIES: CHANGING THE SUBJECT		12
March 1, 2004	DEBBIE ZIMMERMAN "Women's Film: Making Waves Around the Globe"		19
March 3, 2004	JESSICA ARNOFF		8
March 5, 2004	THINKING GENDER Fourteenth Annual Graduate Student Research Conference	- UCLA Graduate Division - USC Center for Feminist Research	248
March 8, 2004	MAYLEI BLACKWELL "Rebellion at the Root: Indigenous Insurgency and Women's Organizing in Mexico (Ten Years Later)"		26
March 11, 2004	TRACI MANN "The Truth About Dieting"		14
March 10, 2004	JENNIFER BAUMGARDNER & AMY RICHARDS	- UCLA'S Campus Event	46
March 16, 2004	KAREN ZIVI "Motherhood in the Age of AIDS"	- Political Theory Workshop	22
April 13, 2004	MARINA GOLDOVSKAYA "A Woman with a Movie Camera"		20
April 15, 2004	DONNA GREGORY "The Case of Kari T: Two legal systems collide over infanticide"		6
April 19, 2004	PENKA SKACHKOVA "Memories of Displacement: Oral Histories of Immigrant Somalian, Mexican, and Hmong Women"		21
April 27, 2004	MARYANNE CLINE HOROWITZ "How a Community Reduces Incidents of Sexual Harassment"		26
May 4, 2004	TAIMIE BRYANT "Feminism, Survivor Guilt, and Activism for Animals"		19
May 10, 2004	REGENTS LECTURER: AZZA KARAM "Islamisms, Women and State: Feminist		49

	Dynamics in the Muslim World”		
May 11, 2004	SEÑORITA EXTRAVIADA	- Chancellor's Office-Faculty Diversity - UCLA Women's Studies Programs Women for Change Week Event	72
May 12, 2004	WORKSHOP: EMBODIED INTERNATIONALISMS	- Center for Comparative and Interdisciplinary Research on Asia - CSW - MRG for Transnational and Transcolonial Studies	28
May 20, 2004	DONNA SCHUELE “Culture, Gender and Constitutionalism: First-Wave Feminism in California, 1850-1890”		23
May 21, 2004	ELIZABETH LONG “The Chat-An-Hour Club: African-American Women Negotiate Literature and Cultural Politics in McCarthy-era Texas”	- Sociology of Gender Group	26

UCLA CENTER FOR THE STUDY OF WOMEN
INITIATED AND ORGANIZED EVENTS
 2003-2004

DATE	SPEAKER & TOPIC	CO-SPONSOR(S)
September 30, 2003	NADERA SHALHOUB-KEVORKIAN "Women, Militarization and Violence: The case-study of Palestine"	Law School
October 2, 2003	KARINA EILERAAS "Wounding Images: Colonial Photography, Sexual Violence, and Feminist Resistance in North African Literature"	
October 7, 2003	CSW/WSP FALL RECEPTION	
October 15, 2003	KAREN BRODKIN & ELLEN BROIDY "Shoveling Sand Against the Tide: Gender & Job Casualization in the University"	
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October 23, 2003	SHARMAN BABIOR "Destination Japan: Domestic Violence and the Trafficking of Women"	
October 31, 2003- November 2, 2003	THE MAQUILADORA MURDERS, OR, WHO IS KILLING THE WOMEN OF JUÁREZ? (CONFERENCE)	Chicano Studies Research Center, Amnesty International
November 5, 2003	MARY KELLY "The Ballad of Kastriot Rexhepi"	
November 6, 2003	ESTHER ROTHBLUM "A Study of Lesbian and Gay Male Couples in Legal Civil Unions"	LGBTs Lecture Series, UCLA Sexuality Colloquium Series
November 13, 2003	BARRIE LEVY "Improving Interagency Collaborations to Prevent Domestic Violence"	
November 18, 2003	RHONDA HAMMER "Globalization, Family Terrorism and Feminism Post 9/11"	
November 20, 2003	SHU-MEI SHIH & FRANCOISE LIONNET "Minor Transnationalism"	
November 25, 2003	LINDA MILLS <i>Insult to Injury: Rethinking Our Responses to Intimate Abuse</i>	Law School Public Interest Program
December 3, 2003	MEET THE AUTHORS: BOOK-SIGNING AND RECEPTION	
January 14, 2004	ELLEN DUBOIS	

	"Does the History of Woman Suffrage have a Future? International Perspectives"	
January 15, 2004	MIRIAM ROBBINS DEXTER "The Frightful Goddess: Birds, Snakes, and Witches"	
January 20, 2004	LAURIE SHRAGE "'Pro Choice or No Choice' . . . and Other Alternatives"	
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February 5, 2004	ALICE WEXLER "Gender, Eugenics, and the Making of a Modern Genetic Disease"	
February 6, 2004	MEDIEVAL CONFERENCE "Women & Religious Conversion in the Early Modern Era"	· CMRS
February 9, 2004	CINDY DONATELLI "Pepsi, Coke and Gender"	
February 11, 2004	SIMI LINTON "Disability and the Holocaust: A History Revealed"	- Tarjan Center for Developmental Disabilities - Disability Studies Working Group - Center for Jewish Studies - "1939" Club Lecture Series, "Bearing Witness."
February 12, 2004	STAKING A CLAIM: DISABILITY STUDIES IN THE ACADEMIC CURRICULUM	- Tarjan Center for Developmental Disabilities - Disability Studies Working Group
February 18, 2004	MUSLIM WOMEN, SEXUALITY AND SEXUAL IDENTITY: PANEL DISCUSSION	- Women's Studies Programs
February 19, 2004	FILM SERIES: CHANGING THE SUBJECT	
February 24, 2004	NINEZ PONCE "Race, Ethnicity and Gender Match and Cervical Cancer Screening"	
February 26, 2004	FILM SERIES: CHANGING THE SUBJECT	
March 1, 2004	DEBBIE ZIMMERMAN "Women's Film: Making Waves Around the Globe"	
March 3, 2004	JESSICA ARNOFF	
March 5, 2004	THINKING GENDER	- UCLA Graduate Division

	Fourteenth Annual Graduate Student Research Conference	- USC Center for Feminist Research
March 8, 2004	MAYLEI BLACKWELL "Rebellion at the Root: Indigenous Insurgency and Women's Organizing in Mexico (Ten Years Later)"	
March 11, 2004	TRACI MANN "The Truth About Dieting"	
March 16, 2004	KAREN ZIVI "Motherhood in the Age of AIDS"	- Political Theory Workshop
April 13, 2004	MARINA GOLDOVSKAYA "A Woman with a Movie Camera"	
April 15, 2004	DONNA GREGORY "The Case of Kari T: Two legal systems collide over infanticide"	
April 19, 2004	PENKA SKACHKOVA "Memories of Displacement: Oral Histories of Immigrant Somalian, Mexican, and Hmong Women"	
April 27, 2004	MARYANNE CLINE HOROWITZ "How a Community Reduces Incidents of Sexual Harassment"	
May 4, 2004	TAIMIE BRYANT "Feminism, Survivor Guilt, and Activism for Animals"	
May 10, 2004	REGENTS LECTURER: AZZA KARAM "Islamisms, Women and State: Feminist Dynamics in the Muslim World"	
May 20, 2004	DONNA SCHUELE "Culture, Gender and Constitutionalism: First-Wave Feminism in California, 1850-1890"	

UCLA CENTER FOR THE STUDY OF WOMEN
CO-SPONSORSHIPS
2003-2004

DATE	SOCIOLOGY OF GENDER LECTURE SERIES	CO-SPONSOR(S)
May 21, 2004	ELIZABETH LONG "The Chat-An-Hour Club: African-American Women Negotiate Literature and Cultural Politics in McCarthy-era Texas"	

DATE	LESBIAN, GAY, BISEXUAL, TRANSGENDER STUDIES PROGRAM	CO-SPONSOR(S)
October 16, 2003	LGBT FALL RECEPTION	
October 28, 2003	OCTOBER 28 ROBERT SEMBER "The Unravelling Blue: Sex as Grief"	LGBTS Lecture Series
November 6, 2003	ESTHER ROTHBLUM "A Study of Lesbian and Gay Male Couples in Legal Civil Unions"	LGBTS Lecture Series, UCLA Sexuality Colloquium Series
November 15, 2003	QGRAD: SEXUALITY AND GENDER CONFERENCE	LGBTSP and LGBT Campus Resource Center

DATE	OTHER EVENTS	CO-SPONSOR(S)
September 30, 2003	NADERA SHALHOUB-KEVORKIAN "Women, Militarization and Violence: The case-study of Palestine"	Law School
October 31, 2003- November 2, 2003	THE MAQUILADORA MURDERS, OR, WHO IS KILLING THE WOMEN OF JUÁREZ? (CONFERENCE)	Chicano Studies Research Center, Amnesty International
November 24, 2003	MEHRANGIZ KAR on Women's Rights in Iran	UCLA Near East Center
November 25, 2003	LINDA MILLS <i>Insult to Injury: Rethinking Our Responses to Intimate Abuse</i>	Law School Public Interest Program

February 6, 2004	MEDIEVAL CONFERENCE "Women & Religious Conversion in the Early Modern Era"	CMRS
February 11, 2004	SIMI LINTON "Disability and the Holocaust: A History Revealed"	Tarjan Center for Developmental Disabilities Disability Studies Working Group Center for Jewish Studies "1939" Club Lecture Series, "Bearing Witness."
February 12, 2004	STAKING A CLAIM: DISABILITY STUDIES IN THE ACADEMIC CURRICULUM	Tarjan Center for Developmental Disabilities Disability Studies Working Group
February 13, 2004	CATHERINE MCKINNON & REVA SIEGEL Directions in Sexual Harassment Law	-The Law School (Public Interest Law Program, Faculty Colloquium Series
February 18, 2004	MUSLIM WOMEN, SEXUALITY AND SEXUAL IDENTITY: PANEL DISCUSSION	Women's Studies Programs
March 5, 2004	THINKING GENDER Fourteenth Annual Graduate Student Research Conference	UCLA Graduate Division USC Center for Feminist Research
March 10, 2004	JENNIFER BAUMGARDNER & AMY RICHARDS "Manifesta: Young Women, Feminism, and the Future	UCLA Campus Events Commission
March 16, 2004	KAREN ZIVI "Motherhood in the Age of AIDS"	Political Theory Workshop
May 12, 2004	WORKSHOP: EMBODIED INTERNATIONALISMS	
May 12, 2004	SENORITA EXTRAVIADA	- Chancellor's Office-Faculty Diversity - UCLA Women's Studies Programs Women for Change Week Event

UCLA CENTER FOR THE STUDY OF WOMEN
EXTRAMURAL AND INTRAMURAL GRANTS
SUBMITTED 2003-2004

EXTRAMURAL				
Research Project	Grant Period	Principal Investigator	Amount	Funding Agency
<i>Collaboration: Developing KEK Digital Archives</i>	8/1/04- 7/31/06	Sharon Traweek, History Anne Gilliland-Swetland, Information Studies (Co-PI)	\$423,007 <i>Will be resubmitted 04-05.</i>	National Science Foundation
<i>Collaboration Meetings & Workshops: Developing KEK Digital Archives</i>	8/1/04- 7/31/06	Sharon Traweek, History Anne Gilliland-Swetland, Information Studies (Co-PI)	\$21,917 <i>Revised and resubmitted 04-05.</i>	National Science Foundation

INTRAMURAL				
Research Project	Grant Period	Principal Investigator	Amount	Funding Agency
<i>The Land of Orange Groves and Jails: Curriculum Development on L.A.'s 1920's Labor and Free Speech Movements (2nd Grant)</i>	7/1/03- 6/30/04	Judy Branfman, Center for the Study of Women	\$5,000 <i>Funded.</i>	UCLA Institute for Labor and Employment

UCLA CENTER FOR THE STUDY OF WOMEN

*EXTRAMURAL AND INTRAMURAL GRANTS
ADMINISTERED 2003-2004*

INTRAMURAL				
Research Project	Grant Period	Principal Investigator	Amount	Funding Agency
<i>The Land of Orange Groves and Jails: Curriculum Development on L.A.'s 1920's Labor and Free Speech Movements (2nd Grant)</i>	7/1/03-6/30/04	Judy Branfman, Center for the Study of Women	\$5,000	UCLA Institute for Labor and Employment

AGENCY				
Research Project	Grant Period	Principal Investigator	Amount	Funding Agency
<i>SIGNS: Journal of Women in Culture and Society (4th year of 5-year project)</i>	03/08/00-06/30/05	Sandra Harding, Education Kathryn Norberg, History	\$707,087	University of Chicago Press

**UCLA CENTER FOR THE
STUDY OF WOMEN
COMMITTEES
2003-2004**

ADVISORY COMMITTEE

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Carole Browner (Pschr & Biobehav Sci)
Sue Ellen Case (Theater)
Ellen DuBois (History)
Susan Foster (World Arts & Cultures)
Sondra Hale, Acting Chair, WSP (Anthropology & WS)
Yasmin Kafai (Education/GSEIS)
Mary Kelly (Arts)
Regina Lark (MSO, Fem1)
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Francoise Lionnet (French)
Christine Littleton, Interim Director, CSW (Law)
Kirstie McClure (Political Science)
Muriel McClendon (History)
Anne Mellor (English)
Chon Noriega (Film & TV)
Felicity Nussbaum (English)
Carole Pateman (Political Science)
Vivian Sobchack (Film & TV)
Sharon Traweek (History)
Belinda Tucker (Psych & Behav Sci)

PROGRAMS**SOCIOLOGY OF GENDER**

Gail Kligman, Sociology

LGBTS and LGBT FACULTY LECTURE SERIES

James Schultz, Germanic Languages

RESEARCH SCHOLARS

Sondra Hale, Anthropology
Katherine King, Classics/Comparative Literature
Kathleen Sheldon, Research Scholar

TRAVEL GRANT (Fall 2003)

Ned Alpers, History
Carol Browner, Psychiatry/Biobehavial Sciences and
Anthropology
Regina Lark, CSW

TRAVEL GRANT (Spring 2004)

Ned Alpers, History
Carol Browner, Psychiatry/Biobehavial Sciences and
Anthropology
Regina Lark, CSW

TILLIE OLSEN AWARD

Regina Lark, CSW
Patricia Zukow-Goldring, CSW Research Scholar

JEAN STONE FELLOWSHIP**PAULA STONE FELLOWSHIP**

Taimie Bryant, Law
Felicity Nussbaum, English
Vivian Sobchack, Film and Television

COINER AWARDS (Grad and Under grad)

Katherine King, Comparative Literature, Classics
Gary Nash, History
Virginia Coiner Classick

WOLLSTONECRAFT DISSERTATION PRIZE**GEORGE ELLIOT DISSERTATION PRIZE**

Christine Littleton, Law and CSW Director
Caroline Streeeter, English
Kathryn Norberg, History

BLACKWELL PRIZE

Jennifer Dunkin, Psychiatry & Biobehavioral Sciences
Sharon Traweek, History of Science

GRADUATE STUDENT RESEARCH**CONFERENCE**

Christine Littleton, CSW Interim Director
Mary Alpaugh, CSW Research Scholar
Ali Behdad, English
Karen Brodtkin, Anthropology
Diane Buckler, Art
Susan Cochran, Public Health
Esha De, Southeast Asian Studies
Alicia Gaspar de Alba, Chicano Studies
Robin Goodman, Global Fellow
Rhonda Hammer, CSW Research Scholar
Aziza Khazzoom, Sociology
Rex King, CSW Research Scholar
Penny Richards, CSW Research Scholar
Miriam Robbins-Dexter, CSW Research Scholar
Caroline Streeeter, English

UCLA CENTER FOR THE STUDY OF WOMEN
STUDENT AWARDS
2003-2004

THE ELIZABETH BLACKWELL, M.D. AWARD

A \$500 award, made possible through the generosity of Penny Kanner, Ph.D., for a publishable research report by a UCLA graduate or undergraduate student in the sciences on the effects of hormones on memory and mood in women's brains. There were 2 applicants.

Elizabeth G. Pillsworth

“Ovulatory Shifts in Female Sexual Desire”

JEAN STONE DISSERTATION RESEARCH FELLOWSHIP

A \$3000 fellowship for research focused on issues of women and /or gender. There were 13 applicants from 11 different departments.

Alison Harvey

“Realizing Ireland in an Age of Nationalism: Women, Nation and the Place of the Irish Novel”

PAULA STONE DISSERTATION RESEARCH FELLOWSHIP

A \$3,000 fellowship for research focused on women and the criminal/legal justice system. There was one applicant

Kristen Schilt

“Changing Gender at Work: Female-to-Male Transgender Workplace Experiences”

CONSTANCE COINER DISSERTATION RESEARCH FELLOWSHIP

Two \$1000 fellowships for research focused on feminist and working class issues and demonstrated excellence in teaching. The Constance Coiner Dissertation Research Fellowship was not awarded this year.

CONSTANCE COINER UNDERGRADUATE PRIZE

One or two \$750 awards for upper division students [GPA 3.0 or higher, any major or minor] who demonstrate an active commitment to both working class and feminist issues and involvement in community activities for social change.

Julie J. Chang

Thien H. Ninh

Rebecca A. Weber

MARY WOLLSTONECRAFT DISSERTATION PRIZE

A \$1000 prize for a dissertation on women and/or gender which makes use of historical materials and methods. There was 1 applicant.

Laura R. Emerson Talamante

“*Les Marseillaises: Women and Political Change During the French Revolution, 1789-1794*”

GEORGE ELIOT PRIZE

A \$1000 prize for a dissertation women and/or gender utilizing historical perspective in either literature or the arts. There was 1 applicant.

Alison Rice

“Time Signatures: Contextualizing Contemporary Francophone Autobiographical Writing from the Maghreb”

TRAVEL GRANT AWARDS

A total of \$5,918 was awarded to 20 students (out of 49 applicants) representing 21 different departments and schools. Out of the total, 10 received funding for research, and 10 received funding for conference presentation. Maximum award per student was \$450.

Amoo-Adare, Epifania (Education) \$200

“Critical Spatial LiteracyAsante female household transformation...”

Cooper Owens, Deirdre (History) \$350

“19th Cnt African American women’s roles within family units and...”

Humphrey, Amina (Education) \$350

“Reading Race, Reading Gender: Picture Books About Hair and Skin”

Flores, Xochitl Marina (History) \$350

“The Zapotec Communities of Colonial Oaxaca: Women, Family & Children”

Kim, Dorothy Kyung Hi (English) \$350

“Women’s Devotional Networks in Thirteenth-Century Britain”

Kim, Sonja Myung (East Asian Languages and Cultures) \$73

“Contested Bodies of New Women: Her “Improved” Clothing in 1920s Korea”

Kurokawa, Tomomi (Education) \$450

“The Politics of Gender among Japanese High School Teachers... and Women Teachers’ Resistance...”

Mandell, Elisa (Art History) \$350

“The Birth of Angels: Role of Spanish Queens in Establishing the Foundation of ...”

Murillo, Dana Velasco (History) \$350

“Race, Class & Gender in Colonial Zacatecas, Mexico”

Musil, Emily (History) \$200

“Legacy of Female Political Activist, Minerva Bernardino”

Musto, Jennifer Lynne (Women’s Studies) \$350

“Cartographies and Hierarchies of Flesh: Monocultural Sexualities & Ecologies of Sex Work Space”

Nguyen, France (Social Welfare) \$200

“HIV/AIDS in Viet Name: Exploratory Research in HIV Vaccines and Commercial Sex Workers”

Pinto, Katy Maribel (Sociology) \$120

“Patriarchy or Egalitarianism: Mexican American Parents & Their Children”

Powell, Manushag (English) \$300

“Parrots & Periodicals: Women and the Domestic Exotic in Eliza Haywood’s Parrot and its Forerunners”

Strub, Whitney Vincent (History) \$350

“American Feminist Responses to Pornography, 1968-1980”

Teng, Huey Bin (History) \$350

“Family, Migration and Gender in Fujian, China”

Tyler, Dennis (English) \$350

“An Uneasy Alliance: Examining Multi-Ethnic Female Unions and Black-Jewish Tension in Alice Walker’s Meridian”

Uddin, Sabah (Women’s Studies) \$200

“The Woman Question: The Ghandian Perspective”

Von Hofe, Erin (Comparative Literature) \$400

“Women of Capoeira: Where are we in the Roda?”

Zarate, Maria Estela (Education) \$275

“Live-in Maid Wanted: Takes Initiative, Speaks English, Hard-working”

The 14th Annual Thinking Gender Conference
Friday, March 5, 2004

Program

Registration/Breakfast/Welcome (California Room)
8 a.m.

Regina Lark, Center for the Study of Women

Session I
8:30 a.m. – 9:50 a.m.

Science, Cyborgs, and Hypertextuality: Gendered Imaginings
(Sierra Room)

Moderator: Mary Alpaugh, CSW Research Scholar/UCLA

- Megan Beene, Women's History/Sarah Lawrence College
"In a Perfect World: A Look at *Woman on the Edge of Time* Through the Lens of *The Dialectic of Sex*"
- Jason Farman, Theater/UCLA
"Hypertextuality and the Break with Patriarchal Signification in Caryl Churchill's *The Skriker*"
- Shalini Fernandez, English/UCI
"Diving/Surfacing: Female Cybersubjectivity, Embodiment and Space in Mamoru Oshii's Ghost in the Shell"

Movement Through Sacred Spaces: Gender, Sexuality, and Spirituality
(Sequoia Room)

Moderator: Miriam Robbins-Dexter, CSW Research Scholar/UCLA

- Jasmina Arsova, Hispanic Languages and Literature/UCLA
"Exploring the Trajectory of Remedios Varo: The Chaos of Gender Metamorphosis"
- Nandini Dhar, Ethnic Studies/University of Oregon
"Performing Devotion, Performing Resistance: An Examination of Rashesundari Devi's 'My Life'"
- Pamela Leong, Sociology/USC
"The Sacred and the Profane: The Accomplishment of Gender and Sexual Differences in the Religious Setting"
- Judith Stevenson, Anthropology/UCLA
"Thursday is women's day, as Sunday is the preachers', Black South African Feminist Theology and Women's Radical Activism: A South African Case Study"

Costume and Subversive Performance: Crossing Gender and Sexual Boundaries
(Hacienda Room)

Moderator: Diane Buckler, Art/UCLA

- Jacey Erwin, Theatre/UCLA
“Play It On the G String: Performances of Sexuality and Gender in Neo-Burlesque”
- Ross Fenimore, Musicology/UCLA
“Women Acting/Acting Women: Lyricism and the Impossible Double in *Le Cade Dupe*”
- Michele Schreiber, Film, Television, and Digital Media/UCLA
“STRETCHING THE BOUNDARIES?: ALTERNATIVE REPRESENTATIONS OF ROMANCE IN CONTEMPORARY FILM”
- Marcy W. Murray, Women’s Studies and English/University of Southern Florida
“Strong Women and Cross-Dressed Men: Representation of Gender by Circus Performers during the ‘Golden Age of the Circus’, 1860-1930”

Session II

10:00 a.m. – 11:20 a.m.

Space, Nation, and Identity Formation: Sexed and Raced Constructions of Women

(Hacienda room)

Moderator: Caroline Streeter, English/UCLA

- Epifania Akosua Amoo-Adare, Education & Information Studies/UCLA
“En-gendering critical literacy of space: Akan women’s spatial understandings of the politics of Accra’s urban space”
- Jungmiwha Bullock, American Studies & Ethnicity/USC
“The Exotic Project: Investigating the *Hidden* Triangulation of Exoticism, Eroticism and Multiracial Women’s Bodies”
- Deirdre Conlon, Environmental Psychology/CUNY Graduate Center
“The Nation as Embodied Practice – Refugee Women in Ireland and the Social Production of Nationhood”
- Bart Wisialowski, History/UCI
“Articulations of Gender and Class in Benjamin Rush’s ‘American Revolution’”

Women Working: Realities, Representations, and Negotiations

(California Room)

Moderator: Karen Brodtkin, Anthropology/UCLA

- Miranda Banks, Film, Television and Digital Media/UCLA
“Having it All, Doing it All: The Myth of the Superwoman in Front and Behind Television Cameras”
- Carlos Cortez, Education Administration and Policy/USC
“Professional Choice and African American Female Teachers”
- Paula McKenzie, Afro-American Studies/UCLA
“Race and Gender: A Public Policy Dilemma”

Feminine Bodies and the Politics of Beauty

(Sierra Room)

Moderator: Aziza Khazzoom, Sociology/UCLA

- Avery Czarnecki, English/University of Manitoba
“Girls Kicking Ass: Popular culture and the politics of kickboxing”
- Anita Kumar, Anthropology/USC
“Divine Women: Exploring notions of selves, ‘Indianness’ and Woman within the South Asian diaspora”
- Priscilla Ovalle, Cinema-Television, Critical Studies/USC
“Historicizing J.Lo: ‘Mobile Whiteness’, Rita Hayworth and the Hollywood Make-over”
- Theresa White, Education/UCLA
“Media as Pedagogy: Influences of Feminine Beauty Aesthetics on African American Adolescent Female Social Identity”

Session III

11:30 a.m. – 12:25 p.m.

Women and Militarism: Trauma and Activism

(California Room)

Moderator: Robin Goodman, Global Fellow/UCLA

- Eurie Chung, Asian American Studies/UCLA
“The War Made Me Do It: The Vietnam War and the Legacy of the Invisible Victim”
- Kyle Livie, History/UCLA
“‘Education in Reverse’: *Gidra*, Gender, and Asian American Political Consciousness during and the Vietnam War, 1969-1974”
- Piper Walsh, English/UCI
“The Phantom ‘Seed’: Representations of Transgenerational Trauma in Nora Okja Keller’s *Comfort Woman*”

Under the Strobe: Hearing and Speaking Silence

(Hacienda Room)

Moderator: Penny Richards, CSW Research Scholar/UCLA

- Natosi Johanna, English/Sonoma State University
“Under the Strobe: The Disquieting Silence after Assault”
- Josephine Schallehn, English/Sonoma State University
“Hearing Silences: Experiencing Adult Hearing Loss”

Women as Healthcare Recipients

(Sierra Room)

Moderator: Susan Cochran, Public Health/UCLA

- Patricia Ahmed, Sociology/UCLA
“Women’s Healthcare Access During Structural Adjustment: Does Minority Status Matter?”
- Anne Sheehan, English/UCLA
“‘Prophecies of her mind’: Margaret Fuller and the Seeress of Prevorst”
- Heather Wylie, Sociology/UCD

“Creating a Space Between? Situating Certified Nurse Midwives with the ‘Natural’ versus ‘Medical’ Childbirth Debate”

Lunch
12:30 p.m. – 1:20 p.m.
(Sequoia Room)

Welcome
Chris Littleton, CSW Director/Professor of Law
&
Special Presentation
“Getting Published in Journals”
Kathryn Norberg, Co-Editor
SIGNS: Journal of Women in Culture and Society

Session IV
1:30 p.m. – 3:10 p.m.

Women Resist Creatively Through Art and Writing
(Hacienda Room)

Moderator: Esha De, Southeast Asian Studies/UCLA

- Anita Sinner, Curriculum Studies, Art Education/University of British Columbia
“divining INTOXICATION”
- Jenni Drozdek, Art History/Case Western Reserve University
“Looking to the Left: Barbara Kruger and Jenny Holzer”
- Colleen Schmitt, American Studies/University of Texas, Austin
“Pregnant Pauses: Hannah Crafts’ *The Bondswoman’s Narrative* and African American Women’s Literature”
- Laurel Duffy, English/Sonoma State University
“Pacific pasts, Reweaving History: Maori Women Writers and a New Future Discourse”

Border Crossing and Migration: Gendered Flows of Culture, People, and Capital
(Sierra Room)

Moderator: Ali Behdad, English/UCLA

- Nur Banu Kavakli Birdal, Sociology/USC
“Gender Relations among Turkish Immigrants in Western Europe: Representations in Turkish Migrant Cinema”
- Sagang Kim, Policy, Planning, and Development/USC
“Women and Migrant Workers in the Patriarchal Capitalism of Korea”
- Sonia Bassheva Manjon, Transformative Learning & Change/California Institute of Integral Studies

“The Experience of Immigration and Acculturation of Four Generations of Dominican Women in California”

- Leslie Kim Wang, Sociology/UCB
“From ‘Missing Girls’ to America’s Sweethearts: The Case of Chinese Children Adopted by American Parents”
- Vikki Katz, Communication/USC
“Gendering Cost-Benefit Analyses of Female Migration to Los Angeles: Examining the Invisibility of Women Workers”

Constructions of Masculinities and Male Sexualities

(California Room)

Moderator: Michael Messner, Sociology/USC

- Kelly Corwin, English and Comparative Literature/UCI
“The Exchange of Women and Public Politics in The Maid’s Tragedy”
- Galadriel Gerardo, History/UCLA
“Mas Chicote Que Chingada”: The Zoot Suit as Self Representation Among Mexican American Men in WWII Los Angeles
- Susan Keller, Gender and Cultural Studies/Simmons College
“Some People Are Buying This!?! The ‘Metrosexual’, [Re]defined Masculinity and a Queer Crisis”
- Nicholas Syrett, American Culture/University of Michigan
“Fraternal Masculinity and the Death of Raymond Cirrotta, circa 1949”

Session V

3:20p.m. – 4:40 p.m.

The Gendering of Education: Differences in Teaching and Learning

(Hacienda Room)

Moderator: Rhonda Hammer, CSW Research Scholar/UCLA

- Tomomi Kurokawa, Education and Information Studies/UCLA
“Ten People, Ten Colors: Women Teachers’ Myriad Forms of Resistance To Gendering Practice in Japanese Schools”
- Zoe Corwin, Sociology/USC
“Defining educational context: A multidimensional analysis of college access”
- Alana Nicastro, Education/UCSD
“Wresting and arresting sense in academe: The complicated structures and interactions facilitating and constraining the experiences of female assistant professors”
- Maria Zarate, Education/UCLA
“College Enrollment and Academic Trajectories of Latinas”

Women Confront Globalization: Looking at Ghana, Mexico, Latin America and the U.S.

(Sierra Room)

Moderator: Alicia Gaspar de Alba, Chicano Studies/UCLA

- Michelle Flores, Political Science/USC
“Symbolism and Mobilization of Women Against Globalization in the Americas”

- Luis Carlos Rodriguez, American Studies & Ethnicity/USC
“Phenome(non) Controversial Cinema: Popularity, Sweatshops and Strategies of Local Resistance in Cardoso’s *Real Women Have Curves*”
- Sofia Ruiz-Alfaro, Spanish and Portuguese/USC
“Gender at the Border: Globalization and the Feminine Body”
- Laura Truxler, Women’s Studies/Florida Atlantic University
“Towards an Afrocentric Ecofeminist Analysis of Witchcraft Allegations in Ghana: The Commodification of Women, Patriarchy, and Resistance”

Thinking Transgender: From Margin to Center

(Sequoia Room)

Moderator: Jacob Hale, Philosophy/CSU Northridge

- Kris Mayrhofer, Comparative Literature/Emory University
“Spying Women, Smuggling Men: Diary of a Civil War Gender Bender”
- Teresa Moon, English Literature/University of Central Florida
“*Le Roman de Silence*: A Discussion of Medieval Gender Roles: Essentialist or Social Construction”
- Jennifer Musto, Women’s Studies/UCLA
“Dutch Femmigration and Illegal Sex Workers: Discussions, Contradictions, and Irregularities for Non-EU/Transgender Sex Workers”
- Stefanie Snider, Art History/USC
“You Make Me Feel Like a Natural Transgendered Person: Contemporary Photography and the Construction of Queer(ed) Identities”

Gendered Formations in Language, Song and Poetry

(California Room)

Moderator: Rex King, CSW Research Scholar/UCLA

- Laura Minor, Women’s Studies/University of Florida
“Too Confessional To Be Cool, Too Confessional to Rule: A Reception History and Analysis of the Confessional Women Poets”
- Marcie Ray, Musicology/UCLA
“Archaeology of the Operatic Soubrette”
- Erica Scheinberg, Musicology/UCLA
“From ‘Wedding Bell Blues’ to ‘Miracle’: Laura Nyro and the Formation of Female Singer-Songwriter Authenticity”
- Rinko Shibuya, EALC/UCLA
“Sex Exclusive Difference of Modern Japanese”

UCLA

Center for the Study of Women

288 Kinsey Hall

405 Hilgard Avenue

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(310) 825-0590

women@women.ucla.edu

<http://women.ucla.edu>

Staff

Interim CSW Director: Chris Littleton

Acting Women's Studies Chair: Sondra Hale

Manager: Regina F. Lark

Senior Administrative Assistant: Van Do-Nguyen

Administrative Specialist: Maggie Fielding

Administrative Assistant: Jenna Miller-Von Ah

Administrative Assistant: Samantha Hogan

Student Affairs Officer: Mary Margaret Smith

Student Assistant: Amy Phan

Conference Coordinator: Gwen D' Arcangelis

USC

Mark Taper Hall of Humanities, Room 331C

Los Angeles, CA 90089-4352

(213) 740-1739

cfr@usc.edu

www.usc.edu/dept/cfr

Staff

Acting Director: Alice Gambrell

Program Coordinator: Nikki Senecal

UCLA CENTER FOR THE STUDY OF WOMEN
VISITING AND RESEARCH SCHOLARS
 2003-2004

VISITING SCHOLARS (12)

- | | |
|---|--|
| <p>Christina Atanassova
 03/01/04 - 11/30/04
 Sofia State University
 "St. Kliment Ohridski"
 22 B Christo Belchev Street
 Sofia 1000 – BULGARIA
 359-2-980-27-80
 1411 Federal Ave #2
 Los Angeles, CA 90025
 (310)473-5004
 christinatn@hotmail.com</p> | <p>*The Women of the Bulgarian-Muslim Community from the Southern Regions of Bulgaria: A study of their traditions and present status, as well as devising a method, based on U.S. minority socialization practices, as a means of integration within the Bulgarian community at large</p> |
| <p>Katherine Brinhammer, Ph.D.
 09/2004-12/2004
 Associate Professor, Department of English University of Alberta
 Edmonton, Alberta
 CANADA T6G 2E5
 (780)492-7823
 Fax:(780)492-8142
 kb1@ualberta.ca</p> | <p>*Carnal Knowledge: Women, Desire, and Seduction Narratives in Britain, 1740-1800</p> |
| <p>Hyaeweol Choi, Ph.D.
 05/01/04 – 07/01/05
 Department of Languages and Literatures
 Arizona State University
 PO Box 870202
 Tempe, AZ 85287-0202
 (480)965-4560
 hchoi@asu.edu</p> | <p>*Sociocultural History of Women in Korea and East Asia; Missionary Discourses; Intellectual History of Korea; Cross-Cultural Communication; Asian Diaspora</p> |
| <p>Cindy Donatelli
 5/01/03 - 9/01/04
 Women's Studies Program
 University of Manitoba
 656 South Ridgeley Dr. #208
 Los Angeles, CA 90036
 (310)560-0444
 cindy_donatelli@umanitoba.ca
 cindyjulia@yahoo.com</p> | <p>*Gender and Television
 *TV Moms, Media, and the Sponsorship of Motherhood</p> |
| <p>Maryanne Cline Horowitz
 08/01/03 - 08/31/04
 Professor of History and Title IX Officer,
 Occidental College
 16862 Calle de Sarah
 Pacific Palisades, CA 90272
 (310)573-2056
 horowitz@oxy.edu</p> | <p>*Editor in Chief, New Dictionary of the History of Ideas (Charles Scribne's Sons, forthcoming 2004-2005)
 *Currently also preparing a Lilly Endowment Course on "Vocations and Women's Meaningful Work"</p> |

Dr. Azza Karam
 UCLA Regents Lecturer
 5/2004
 Program Director
 World Conference on Religion and Peace
 777 United Nations Plaza
 9th Floor
 New York, NY 10017
 (212) 687-2163
 Fax: (212)983-0566
 akaram@WCRP.org

*Gender and development, human rights, international conflict resolution, democracy, Middle East politics and religion and ethnic conflict.

Nadera Kevorkian, Ph.D.
 8/15/02 - 10/31/03
 School of Social Institute of Criminology
 & Faculty of Law
 Hebrew University
 Jerusalem
 +972-2-5882505
 Fax +972-2-5881725
 Msnadera@mscc.huji.ac.il

*Main theoretical and research interest has focused on the study of victimization of vulnerable groups in society, especially females. Research categories include, women, law and social control; perceptions and attitudes towards the victimization of women; mental health of vulnerable groups; and rights and identity of children and females.
 *Teaching Women's Studies/Law course tentatively titled "Women and Domestic Violence: A Cross-Cultural Perspective" (winter quarter).

Ching-Rong Joan Lee, Ph.D.
 5/01/04 - 9/01/04
 Dept. of Mgt. and Info.,
 National Open University
 #172, Chung-Cheng Rd,
 Lu-Chou City, Taipei County, Taiwan,
 Republic of Taiwan
 crlee@mail.nou.edu.tw

* Adult learning with the aid of instructional media and interactive technologies

Jalill Ranmahboob, Ph.D.
 7/01/03 - 9/20/03
 UNFPA & Shiraz University
 Shiraz, Iran
 National project Director of UNFPA
 11371 Pearl St #203
 Los Angeles, CA 90064
 (310)914-9774
 iranmah@hotmail.com

* Increase in women participation in labor force to further economic development in underdeveloped countries.
 *Examining a survey designed to study the relationship between socio-economic factors on women occupation in some southern provinces of Iran.

Chitra Sinha, Ph.D.
 3/04-10/04
 R J College, University of Mumbai
 Flat.NO.34, B-Wing
 RBI Officers' Qtrs., Tardeo
 Opp. A.C. Market
 Mumbai -400 034
 91-22-9821252490
 chitrasinha@hotmail.com

*Family law reforms in India and how they have contributed to the institution of gender rights

Penka Skachkova, Ph.D.
 6/11/02-7/01/04
 5161 Riverton Avenue #207
 N. Hollywood, CA 91601
 (818) 769-0409
 penka@ucla.edu

*Working on an anthology of oral histories of Somalian, Mexican, and Hmong immigrant/refugee women in the U.S.

Tomiyuki Uesugi, Ph.D.
 9/1/04-2/28/05
 Professor of Social Anthropology,
 Graduate School of Literature, Seijo
 University
 4-7-45, Kashiwa-cho
 Shiki-city, Saitama 353-0007
 JAPAN
 +81-48-476-1141
tomiuesugi@aol.com

*Anthropological Research on the socio-cultural implications of new reproductive technologies, and the realities and theories of transnationalism in the USA

NEW RESEARCH SCHOLARS (8)

Ann Chisholm, Ph.D.
 1108 19th Street Apt. #2
 Santa Monica, CA 90403
 (310)264-0908
 kc28668@csun.edu

*The female body
 *Acrobats, gymnasts and contortionists

Anne Eggebroten, Ph.D.
 1506 Grant Street
 Santa Monica, CA 90405
 (310)450-4028
 (310)384-9271
 aeggeb@ucla.edu

*Feminism and religion

Karina Eileraas, Ph.D.
 424 S. Holt Ave. #106
 Los Angeles, CA 90048
 (310)273-6628
 keileraas@wesleyan.edu

*Fantasies of race, gender, sexuality, class, and nationality circulated in French colonial or "travel" postcards of the 1800's

Kim Elsesser, Ph.D.
 685 South Madison Ave.
 Pasadena, CA 91106
 (626)795-7853
 elsesser@ucla.edu

*Gender differences in social support in the workplace

Sherin Ershadi, M.A., J.D.
 5040 Greenbush Avenue
 Sherman Oaks, CA 91423
 (310)440-2160
 sersshadi@cs.com

*International Criminal Court & gender crimes

Fatima Festic, Ph.D.
 729 10th Street 212 Royce Hall-
 UCLA
 Santa Monica, CA 90405
 (310)451-8993
 festic@hotmail.com

*Cultural semiotics and feminist psychoanalytic theory and criticism

Erith Jaffe-Berg, Ph.D.
 126 1/2 South Kings Road
 Los Angeles, CA 90048
 (323)655-0237
 eandaberg@hotmail.com

*Women, language and the Sixteenth-Century "Commedia dell'Arte

Sherry May, Ph.D.
4117 Via Nivel
Palos Verdes Estates, CA 90274
(310)378-4122
sherrymay@aol.com

*Evangelical, Pentecostal, and other Christian groups in Africa, Asia and Latin America and the impact on women

CONTINUING RESEARCH SCHOLARS (28)

Jamila Allouane, Ph.D.
1000 Granville Avenue #11
Los Angeles, CA 90049
(310)826-8465
jallouane@yahoo.com

*Algerian women's struggles, resistance, and memories through a cultural studies lens.
*The genre of Algerian women's resistance to masculine domination through women singers of rai in the old versus new music.

Laetitia Argentero, Ph.D.
1270 N. Cleveland Avenue #114
San Diego, CA 92103
(619)293-3859
argentero@nethere.com

*Biographical study of Tina Modotti (1896-1942), a socially engaged photographer, and political activist before and during the Spanish Civil War
* Romaine Brooks project

Sharman L. Babior, Ph.D.
2032 Sixth Street #B
Santa Monica, CA 90405
(310)392-2648
sbabior@ucla.edu

*Women and gender
*Family and social organization
*Domestic and sexual violence
*Contemporary status and problems of women in Japan and cross-culturally

Pauline Bart, Ph.D.
4345 Le Bourget Avenue
Culver City, CA 90232
(310)841-2657
pbart@ucla.edu

*Women who lived as lesbians and are currently living with heterosexual men
*The work of Catherine MacKinnon
*The Illinois Sexual Assault Statute and cases of non-stranger rape

Jacqueline R. Braitman, Ph.D.
21030 Gresham Street #408
Canoga Park, CA 91304
(818)998-0779
jrb@ucla.edu

*Katherine Philips Edson and Elizabeth Snyder
*Women and California politics

Judy Branfman, MA
221&1/2 3rd Avenue
Venice, CA 90291
(310)392-2076
branfman@ucla.edu

*History of Jewish/Yiddish community of Boyle Heights between the 1910s and 1960s
*Orange Groves and Jails video project/1930s civil liberties Supreme Court case

Jill Cherneff, Ph.D.
700 The Strand
Manhattan Beach, CA 90266
(310)318-3663
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*Biography of Hortense Powdermaker
*Women in the Hollywood film industry

Nancy Cohen, Ph.D.
1107 Grant Street
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(310)581-4907

*The political economy of contemporary Los Angeles

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Kimberley Cook, Ph.D.
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Simi Valley, CA 93063
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*“Matrifocality” and female aggression in Margariteno society
*Wayuu women of northwestern Venezuela

Miriam Robbins Dexter, Ph.D.
5475 Katherine Avenue
Van Nuys, CA 91401
(818)781-7177
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*Translation of myths and ancient texts relating to the underworld and the female figures who both ruled it and descended to it
*Realms and functions of ancient Indo-European female figures
*Phenomena of descent

Jaelyn Greenberg, Ph.D.
415 N. Bonhill Road
Los Angeles, CA 90049
(310)476-1002
jgreenbe@ucla.edu

*Women and the industrialization of agriculture: women cannery workers
*Women and the myth of agrarian west
*Designing gender-equitable secondary schools

Donna Gregory, Ph.D.
2708 14th Street
Santa Monica, CA 90405
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*Northwood: A Historical Novel

Rhonda Hammer, Ph.D.
1155 N. La Cienega Blvd. #702
West Hollywood, CA 90069
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*Feminism beyond the first and second waves
*Feminist perspectives on male violence against women and the escalating contemporary conservative backlash

Myrna Hant, Ph.D.
10333 Louisiana Ave.
Los Angeles, CA 90025
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(310)553-8358 (home)
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*Popular Culture/Television - Portrayals of Older Women
*Women in Transition

Penny Kanner, Ph.D.
467 Comstock Avenue
Los Angeles, CA 90024
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kanhist@ucla.edu

*British women’s autobiographies
*Bibliomethodology as an analytical tool

Rex King, Ph.D.
4712 Admiralty Way
Marina Del Rey, CA 90292
(310)823-9392
rexdking@ucla.edu

*Leadership and self-esteem issues among women in nontraditional careers/lifestyles.
*Ecofeminism and women’s activism in environmental grassroots movements

Gisele Maynard-Tucker, Ph.D.
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gmaytuck@aol.com

*Research design and the evaluation of family planning programs and health services
*AIDS prevention

Jennifer Price, Ph.D.
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Venice, CA 90291
(310) 396-1548
jjprice@ucla.edu

*“Reinventing Nature” environmental history, gender relations and the American West

Vivian Price, Ph.D.
2225 E. Ocean Blvd.
Long Beach, CA 90803
(562)438-9493
blues3@gte.net

*Analyze the gendering and racializing of work in the construction industry, with focus on Asia, and to map the effects of globalization on women’s work. Study will also examine the strategies workers use to improve their status and respond to the threats of job loss created by global mechanization trends. Gather information and analyze data in preparation of an edited book of essays by international scholars and labor practitioners. Gathering footage for a series of documentaries on this topic.

Penny Richards, Ph.D.
2118A Warfield Ave.
Redondo Beach, CA 90278
(310)371-7706
turley2@earthlink.net

*American history of special education, women’s educational history

Donna Schuele, Ph.D., J.D.
23058 Califa Street
Woodland Hills, CA 91367
(818)346-2933
dcsclv@pacbell.net

*Women in law and politics in California during the 19th century

Kathleen Sheldon, Ph.D.
9925 14th Street #24
Santa Monica, CA 90403
(310)451-8934
ksheldon@ucla.edu

* The history of women, work, and politics in Mozambique
* African women's history
* African women and urbanization

Cynthia Strathmann, Ph.D.
2720 Medlow Ave
Los Angeles, CA 90065
(310)344-1133
strathma@ucla.edu

*Representations of masculinity and whiteness in the media as they relate to actual behavior and beliefs by studying people who do outdoor and adventure sports, media representations of these activities, and the producers of those media texts.

Anne Troutman, Ph.D.
271 Amalfi Dr.
Santa Monica, CA 90402
(310)452-0410
(310)314-3346 (fax)
atrout@ucla.edu

*The interrelations of gender, sexuality, and intimacy as hidden dimensions of the modern domestic environment constitutive of modernist spatiality.
*The intimate space of the boudoir as a lens through which to view the shifting relations of intimacy and community, private and public, female and male in modern Western architectural culture.

Alice Wexler, Ph.D.
1930 Ocean Ave. #315
Santa Monica, CA 90405
(310)314-7785
arwexler@ucla.edu

*History of Huntington’s disease with a focus on women and gender
*Biography of blacklisted film actress Dorothy Comingore

Irene Wolt
12806 Stanwood Drive
Los Angeles, CA 90066
(310) 398-9727
otteriw@ucla.edu

*“Second Wave” feminism in Los Angeles
*Women’s cultural institutions in Los Angeles, 1970-1990

Mari Womack, Ph.D.
4034 S. Pacific Ave. #24
San Pedro, CA 90731
(310)521-9070
author@mariwomack.com

*Gender for the third Millennium

Patricia Zukow-Goldring, Ph.D.
3835 Ventura Canyon Ave.
Sherman Oaks, CA 91423
(818)905-6293
zukow@ucla.edu

*Role of women in cultivating cultural knowledge as their children grow and change.

UCLA CENTER FOR THE STUDY OF WOMEN
GRADUATE, UNDERGRADUATE, AND GENERAL ASSISTANCE STAFF
 2003-2004

CSW CASUAL STAFF		
GRADUATE STUDENTS	UNDERGRADUATE STUDENTS	
Bert Cueva Gwen D'Arcangelis Debora Fliegelman Sharmila Lodhia Heather Masterton Jennifer Musto Sabah Uddin	Amy Phan, <i>Assistant I</i>	
PROJECT-BASED STAFF		
PROJECT	GRADUATE STUDENTS	GENERAL ASSISTANCE
<i>SIGNS: Journal of Women in Culture and Society</i> University of Chicago	Jane Halladay Linda Greenberg Samantha Pinto	Miranda Kramer, <i>Principal Editor</i> Olivia Banner, <i>Senior Editor</i> Michelle Nordon, <i>Senior Editor</i> Rosalyn Velasquez, <i>Assistant II</i>
Prof. Miriam Silverberg's Research Funds and Reasonable Accommodation Program (RAP) Funds	Leila Kushan Naoko Okamoto Lillian Wang Stacy Yamaoka	
INTRAMURAL AND EXTRAMURAL PROJECT-BASED STAFF		
GRANT	GRADUATE STUDENTS	
<i>The Land of Orange Groves & Jails: Research Curriculum on L.A.'s 1920's Labor and Free Speech Movements</i> Judy Branfman	Andrew Daily Robert Baker	

**UCLA CENTER FOR THE STUDY OF WOMEN
DEVELOPMENT FUNDS 2003-2004 (page 1 of 2)**

FUND	Balance 6/30/03	New Contributions in 03-04	Investment Income & Realized Gain Loss & Transfer/ Adjustment	Transfers to Regent Funds	Regents Funds Expenses	BALANCE 6/30/04
EXPENDITURE FUNDS						
Friends of CSW						
UCLA FDN #507220	1,959	0	0	0	0	1,959
Regents Fund #56050	18			0	0	18
Faculty Research Fund						
UCLA FDN #507730	12,631	0	0	0	0	12,631
Regents Fund #53380	1,657			0	-465	1,192
General Fund						
UCLA FDN #601670	0	0	1,500	0	0	1,500
Regents Fund #52386	1,380			0	0	1,380
The Beatrice & Leonard Mandel Fund						
UCLA FDN #507950	2,535	0	0	0	0	2,535
Regents Fund #52359	0			0	0	0
The Tillie Olsen Research Scholar Fund						
UCLA FDN #608150	5,600	4,650	53	0	0	10,004
Regents Fund #52753	-442		-299	0	-718	-1,160
The Estrin Family Lecture Series						
UCLA FDN #604820	20,618	0	5	0	0	20,605
Regents Fund #56579	0		-18	0	0	0
Graduate Student Support						
UCLA FDN #600220	20	0	0	0	0	20
Various Donors						
Regents Fund #53073	3,980	25	0	0	0	4,005
Various Donors						
Regents Fund #54181	24	0	0	0	0	24
TOTAL EXPENDITURES FUNDS:	49,980	4,675	1,241	0	-1,183	54,713

Development Funds 2003-2004 continued on page 2

DEVELOPMENT FUNDS 2003-2004 (page 2 of 2)

ENDOWED FUNDS						
The Penny & Ed Kanner Fund						
UCLA FDN #80344E	80,685	0	3,377 4,176	-2,500	0	85,738
Regents Fund #56024	300			2,500	-2,500	300
The Jean Stone Endowment Fund						
UCLA FDN #80409E	118,490	150	5,468 6,760 -6	0	0	130,862
Regents Fund #56114	0			0	0	0
The Jean Stone Regents Fund						
Regents Fund #04539	18,828	-58	0	0	0	18,770
Regents Fund #34539	500		1,691 -11		-500	1,680
The Constance Coiner Fund						
UCLA FDN #80539	51,282	800	2,250 2,790 -39	-2,250		54,833
Regents Fund #56046	0			2,250	0	2,250
The Twin Pines Travel Fund						
UCLA FDN #80558	64,229	25	2,698 3,336	-3,000	0	67,288
Regents Fund #56580	1,701			3,000	-5,273	-572
TOTAL ENDOWMENT FUNDS:	336,015	917	32,490	0	-8,273	361,149
TOTAL ALL FUNDS:	385,995	5,592	33,731	0	-9,456	415,862

Prior to November 1993, unrestricted funds raised by the Center were placed in CSW's general UCLA Foundation account #5722 or in the UC Regents Various Donors Fund #53073. Since November 1993, all solicited and unrestricted funds were placed in general fund #6167 to be used at the discretion of the Director. All other gifts have been placed in the appropriate restricted Foundation accounts. Funds were transferred from Foundation accounts to the UC Regents linking funds to offset expenses.

**UCLA CENTER FOR THE STUDY OF WOMEN
FISCAL SUMMARY 2003-2004 (page 1 of 2)**

Permanent Budget for CSW Operations (Cost Centers 1,2,3)	Appropriation	Expenditures	Balance
Cost Center 1A - ACADEMIC	43,692	43,692	0
Cost Center 2A - ADMINISTRATION	189,374	181,516	3,532
Encumbrances		4,326	
Cost Center 3A - PROGRAMS			
02-03 Fund Balance	761		
Funds from cost center 2A	6,408		
CSW Organized events		2,169	
Co-sponsorships from other departments	11,300	11,300	
Co-sponsorships to other departments	-5,000		
Subtotal Programs:	13,469	13,469	0
* See other Programs costs under University Support to Faculty Research			
Cost Center 3P - PUBLICATIONS	0	0	0
Cost Center 3R - RESEARCH DEVELOPMENT	0	0	0
TOTAL:	246,535	243,003	3,532

Development (Appendix K)	Appropriation	Expenditures	Balance
02-03 Balance	385,995		
New Contributions	5,592		
Investment Income, Realized Gain Loss & Adjustments	33,731		
Expenditures		9,456	
TOTAL:	425,318	9,456	415,862

Income	Appropriation	Expenditures	Balance
TOTAL:	2,870	4,086	-1,216

Agency/SIGNS Journal project (multiple years)	Appropriation	Expenditures	Balance
Expenditures		707,087	
Refunds from University of Chicago Press		-707,087	
TOTAL:	0	0	0

**UCLA CENTER FOR THE STUDY OF WOMEN
FISCAL SUMMARY 2003-2004 (page 2 of 2)**

University Support to Faculty Research	Appropriation	Expenditures	Balance
Director Christine Littleton			
Academic	14,711	14,711	0
Research funds	11,000	10,382	618
Equipment	10,000	7,016	2,984
Programs	24,053	19,870	4,794
Co-sponsorships from other departments		-1,050	
Encumbrances		439	
Judy Branfman			
The Land of Orange Groves and Jails: Curriculum Development on L.A.'s 1920's Labor and Free Speech Movements (2nd grant)	5,323	5,379	-56
Sandra Harding/SIGNS			
Research funds	30,075	22,427	7,648
Kathryn Norberg/SIGNS			
Research funds	22,153	10,007	12,146
Graduate Student Researcher Funds (SIGNS)			
Salary	41,694	37,109	4,585
Fee Remissions	10,880	10,880	0
Miriam Silverberg			
Research funds	11,766	9,794	1,972
Reasonable Accommodation Program	2,145	0	2,145
Karen Rowe			
Ethnic and Gender Undergraduate Integration	4,991	0	4,991
Opportunity Funds (Exchange of Funds for Programs)	142	142	0
TOTAL:	188,933	147,106	41,827
GRAND TOTAL CSW 2003-2004 FUNDS:	863,656	403,651	460,005