

Networker

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February 1984



PRESIDENT'S MESSAGE

AFFIRMATIVE ACTION: GAINS THREATENED AND BUSINESS UNFINISHED

Members of WAWH have undoubtedly followed the newspaper reports last year concerning the proposed revision of the Civil Rights Commission. As President of an affiliate organization of the Coordinating Committee for Women in the Historical Profession, I was alerted early to what President Reagan's proposed changes in personnel on the Commission would mean to the independence and to long-standing policies of that body created in 1964. I wrote a number of letters on behalf of WAWH to members of Congress, and it appeared that the lobbying effort had paid off in a "compromise." New legislation passed in November enlarged the Commission from 6 to 8 and allowed Congress and the President each to appoint 4. However, when the final selection of Commission members was completed just before Christmas, the revised Civil Rights Commission contained 6 members sympathetic to President Reagan's views on civil rights and only two hold-over liberal members. One was Mary Berry, who came to the annual meeting of the CCWHP at the AHA and talked about what had occurred and what consequences we might expect from this gutting of the independence of the Commission.

Her predictions have been borne out. At the first meeting of the new Commission, its recently appointed staff director set out a list of new projects which threaten to drastically reverse the direction of civil rights policies in the U.S. Basic affirmative action gains which have been made in the past 20 years are seriously threatened. For instance, the memo declared that one of the highest priorities for 1984 would be to study the adverse effects of affirmative action on American males of eastern and southern European descent. The report also attacked the concept of "comparable worth" in salary setting as a means of detecting and redressing economic discrimination based on sex.

These developments have caused many of the organizations in the original coalition of groups which struggled to maintain the independence of the Civil Rights Commission to now seek the Commission's total abolition. Among these is the CCWHP. I am interested in hearing the views of members on this matter. There is no question that affirmative action policies and the techniques devised to implement them are now under the strongest attack by the Executive Branch seen in two decades. What do you think WAWH should do in this matter?

This threatened development comes at the time when the most recent reports on salaries in academe show again that women faculty members continue to suffer economic discrimination. The salary lag of women in the three ranks is a full 19% behind male colleagues. With employment opportunities so grim in the past decade, there has been a tendency to focus on hiring as the critical issue of discrimination with a decreased emphasis upon the discrimination which occurs throughout the career of a

PRESIDENT'S MESSAGE Cont'd

Nationwide, the **average** salary of women faculty is \$23,487, while males average \$29,001. Not a single state proved an exception to this discrepancy. The disparity occurs at every rank and increases as one proceeds to higher rank -- from 8% among assistant professors to 15% at the full professor level. An additional technique for discrimination which many WAWH members are familiar with is the increasing use of women in nontenure track positions and part-time work.

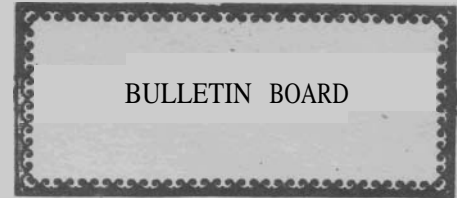
Is there anything that can be done? One thing that is vital to any hope for change is that the existing gap must be widely publicized, and campus administrators and the trustees of our educational institutions should be put on the spot to explain the continued existence of such differences and to mandate policies to remedy the situation. Moreover, those of us who are permanent faculty at universities and colleges must insist that this is a significant issue for affirmative action offices and officers on local campuses to investigate. The struggle for equity for women academics remains unfinished business until salary equity is accomplished. Institutions like those in the California State University system which have recently instituted "market-salary" bonuses in business and engineering, where women are still a disproportionately small number of the faculty, exacerbate the adverse economic conditions of the women on their faculties.

There is a need to return to the sense of urgency which characterized the late 1960s and the 1970s on the matter of women's entry into graduate school and on hiring. The results of these earlier efforts show that sustained affirmative action efforts make a difference. Nearly one third of all Ph.D's granted today in history go to women, up from 12% in the mid-'60s. More importantly, at the entry level of assistant professor, the number of women and men being hired is nearly equal to their percentage in the total pool (although their salaries aren't).

These results were not achieved by coincidence, and salary equity will not come from pious hopes. As individuals and

as an organization, we should lobby for increased sensitivity on this economic issue. We must insist it is a matter of sex discrimination and subject to affirmative action redress. This is unfinished business which requires our attention.

JESS FLEMION



FELLOWSHIP FUND OFF TO GREAT START

By the close of 1983 the various fundraisers around California **plus** individual contributions from WAWH members **had** netted our new Graduate Student Fellowship Fund nearly \$2,000. **It is a good** start, and thanks go to everyone who contributed. But special thanks are in order for those who hosted fundraisers: to Penny Kanner and Betsy Perry in Los Angeles (and to Lois Banner who served as the guest speaker for that event); to Susan Bell, Karen Offen, and Mollie Rosenhan for the one at Stanford; and to Frances Keller and Carole Hicke for planning the San Francisco get together. Last but not least, to Jess Flemion and ten other WAWH members in the San Diego area who co-hosted a luncheon which produced the single largest amount raised by the various regional events. Jess said that the key to success was that almost every member in the San Diego region agreed to serve on the host committee and also promised to bring four friends to it. The results were many new friends and potential members in attendance, as well as a hefty sum for the new fund. **It is hoped** that other fundraisers can be held in regions of California or other western states where none has yet occurred.

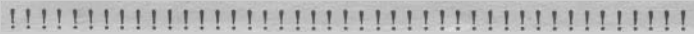
At a recent WAWH Executive Board meeting held during the AHA convention, it was decided that WAWH should approach some foundations for contributions, aid, or challenge grants to continue building the fund toward the necessary minimum of \$10,000 endowment. Several suggestions are being pursued, but if any members have suggestions about charitable organizations to which we might apply, that information

FELLOWSHIP FUND Contd

would be most helpful and should be sent to Jess Flemion. The Board also decided to delay the awarding of the first grants until next year to give us time to complete by-laws for the fund and to add to it.

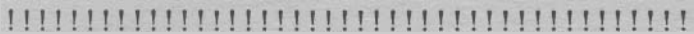
Two additional suggestions were made for continued fundraising from within our own membership. Donations are encouraged in the name of a friend or relative; several persons might want to do this together. A donation of \$1,000 would result in a permanent fellowship named for whomever the donor designates. And former WAWH President Penny Kanner has offered a challenge gift to the fund of \$200 if members will match her gift. See the boxed announcement of this challenge gift.

WAWH will be happy to accept any gift and any offer of help in raising funds. Send your donation to Joyce Baker and your ideas to Jess Flemion.



PENNY KANNER CHALLENGE GIFT

WAWH is holding a \$200 check from Penny Kanner who challenges members to make donations adding up to that amount by the last day of the WAWH Conference: April 15. To accept Penny's challenge, send checks in any amount, payable to WAWH Graduate Student Fellowship Fund, to Joyce Baker, indicating that you are participating in the challenge grant proposal.



MEMBERS ACT AS CONSULTANTS

Several WAWH members are in the business of preserving public history. Lynn A. Bonfield and her associate, Karen R. Lewis, are archival consultants to the growing number of corporations that are becoming aware of their history and its significance. Hynda L. Rudd has become Los Angeles's first city archivist, preserving documents that date back to 1827.

WAWH JOINS BOARD OF NATIONAL COORDINATING COMMITTEE FOR THE PROMOTION OF HISTORY

WAWH has been chosen to serve a three-year term on the National Coordinating Committee for the Promotion of History. The Committee, located in Washington, D.C. is headed by Page Miller. NCC lobbies on matters of interest to historians. Its top priority at present is legislation to restore independence to the National Archives and Records Service by separating it from the General Services Administration -- S. 905 and H.R. 3987.

WAWH NEEDS ARCHIVIST

The WAWH Executive Board would like to collect all materials pertaining to the founding of our organization and its sixteen-year history into an archives which can then be offered to a library in the West. Are you interested in undertaking this important task for WAWH? If so, please contact Jess Flemion for details.



ROOM SHARING FOR APRIL CONFERENCE

The Holiday Inn in Pasadena, our host hotel for the conference, will not match up persons to share rooms for the conference, a cost-saving measure. They suggested that persons wishing to share rooms either make their sharing arrangements in advance and submit them together when making the hotel reservation, or send a reservation to them and LET WAWH KNOW that you request a specific roommate. We will then match up people as best we can and submit a list to the hotel. If you wish to do this, please send in your hotel reservation by March 13 to guarantee space and ALSO notify the local arrangements chair, Peggy Renner (644 Mentor, Pasadena, CA 91106) of your desire to share a room. We will do the rest. If you don't register by March 13, we cannot guarantee a hotel space. Please see reservation coupon below.



Pasadena

INVITES YOU TO STAY WITH US DURING THE

**WESTERN ASSOCIATION OF WOMEN HISTORIANS
16th Annual Conference**

April 13 - 15, 1984

.....
SPECIAL RATES

\$50.00 Single or Double Occupancy

DEADLINE FOR HOTEL RESERVATIONS: MARCH 13

MAKE YOUR RESERVATION NOW!!!



Pasadena

Convention Center Hotel

303 East Cordova, Pasadena (213) 449-4000 (800) 238-8000

Please Reserve:

_____ One Person - King size bed \$50.00 Extra Person \$8.00

_____ Two People - one King size bed \$50.00 Rollaway Bed \$12.00

_____ Two People - Two Double Beds \$50.00

Rates do not include **tax** (9.82% current) Vehicle parking fee additional

Arrival Date _____ No. Nights .. _____ Departure _____

Name _____ (2nd person) _____

Address _____

City _____ State _____ Zip _____

To **guarantee room reservations for arrival after 6 p.m.**

Credit card # _____ or 1st night deposit \$ _____

Checks payable to: Holiday Inn Pasadena, 303 East Cordova, Pasadena, CA 91101

Check-in time **4:00** p.m. Check-out time **12:00** noon

Now that the dust has finally settled, after the deadline for papers for our April conference at The Huntington, it appears the meeting will be the largest in our history. Thirty-two sessions will run on Saturday and Sunday, April 14-15 (SEE LIST OF SESSION TITLES), including a plenary session on higher education, a Sunday luncheon session featuring Joan Todd, who will talk about her experiences on a recent interdisciplinary archaeological study, and the appearance of oral historian Elizabeth Balanoff of Roosevelt University as the Saturday evening banquet speaker.

While the conference will not open officially until Saturday, a fundraising event is planned for Friday evening at the host hotel, the Holiday Inn. It will include wine and cheese and a slide show on the history of women in Los Angeles. The hotel has provided us with a hospitality room for this event and also for the pre-banquet cocktail party on Saturday.

Further information on the conference, including hotel and registration forms, are included in this newsletter and also in the conference program materials which members should receive shortly.

The April meeting promises to be an exciting event. Come and bring your friends and colleagues!

SESSION TITLES FOR CONFERENCE XVI

Women's History at The Huntington:
Sources, Discoveries, Experiences
Beer and Typewriters:
Technology and Work
Male and Female: Developing Norms
in the 10th Century
Women's Education: A Cross-Cultural/
Cross-Racial Perspective
Public Lives and Private Lives: The
Problems of Autobiographies and
Biographies
History and the Community:
California Models
Religion and the Law: The Theological
Roots of Utah Law
"Ladies'" Concerns in the 19th Century
Earls, Thegns, and Elves in Early
Medieval England



Fiction as History:

Women in the Fictional Past
Women's Lives in Early Modern England
The Trail North: The Untold Story
Prostitution and Society in Nairobi,
Seville, and San Francisco
Scholars' Consortium:

A 1980s Survey of the 1930s
Teaching and Research on Women in History
Too Close for Comfort? Academic
Historians in Local Community Projects
Southern Women: Not Always According to
Type

Off the Pedestal and Out of the Closet:
The Transformation of Women's Private
Concerns Into Public Activity, 1890-1970
Workshop: Goals, Strategies, and Problems
in Teaching the Social History of Women
Soldiers of Christ and Soldiers of the
Field: Missionaries and Militia in
Stuart England
Native American Women: Euroamerican Per-
ceptions/Native American Realities:
Studies from Three Cultures
European Art: Sources and Values
Motherhood and Child Rearing in 19th
Century Great Britain

Public Policy in the Atomic Age
Rosie the Riveter Revisited
Patterns of Criminality:
A San Diego Perspective
Catholicism and Feminism Today:
A Panel Discussion

Masculine/Feminine: Science and Art
Medieval Land Disputes:
In and Out of Court
Medicine in Early Modern Europe:
Two Perspectives
Female Traditions and Feminism in
Education
Reflections on Twenty Years of Feminism
Women and Work in Wartime

PLEASE NOTE: Conference programs have been mailed to all members who have paid their dues for 1983 or 1984. If you have not received a program, please remit your dues (see coupon) to Joyce Baker.

CONFERENCE REGISTRATION FORM

REGISTRATION FEE: includes hospitality refreshments, Saturday cocktail party and tour of Huntington Library

- _____ \$15.00 before April 1
 _____ \$20.00 after April 1
 _____ \$ 7.00 student, before April 1
 _____ \$ 9.00 student, after April 1
 _____ \$ 5.00 per day, general public (sessions only)

Student registration fee can be waived in return for volunteer help at the conference. Contact Peggy Renner, 644 N. Mentor, Pasadena, CA 91106 for details.

MEALS: (DEADLINE FOR MEAL RESERVATIONS IS APRIL 6)

- _____ \$ 7.50 Saturday lunch, Huntington Library
 _____ \$15.00 WAWH President's Dinner, Holiday Inn
 _____ \$12.00 dinner, special student rate
 _____ \$ 7.50 Sunday lunch, Huntington Library

SPECIAL CONTRIBUTIONS:

- _____ \$10.00 Wine and Cheese Benefit for Graduate Student Fellowship Fund, Friday evening, Holiday Inn

_____ Total Amount. Check payable to ~~WAWH~~ enclosed.

Name: _____
 Address: _____

Please return this form with your check to Joyce Baker,
 Secretary-Treasurer, 514 Peregrina Rd., Santa Barbara CA 93105

NOTE: All meals must be reserved in advance by April 6.



MEMBERSHIP

We invite your membership in our Association. Membership is open to those who share our interests and goals. Dues and donations are tax-deductible.

Name:
Address:

Dues:
Fully employed: \$15
Part-time employed: \$10
Graduate students and independent scholars: \$5

Donations:
Sierra Award Fund
Grad Student Fellowship

SEND TO: Joyce Baker
514 Peregrina Rd.
Santa Barbara, CA
93105

The Women's Studies Program at San Francisco State University (1600 Holloway Avenue, San Francisco CA 94132) invites applications for a tenure track faculty position. Must have Ph.D. completed or near completion, and expertise in history, status, culture, roles of U.S. women of color. Apply by March 1, 1984 to Women's Studies Search Committee.

San Diego State university's Women's Studies Department has a temporary part-time position for Ph.D. in modern European history with experience in women's studies. Position is for fall/spring 1984-5. Apply by May 4, 1984, to Dr. Barbara Watson, Chair, Women's Studies Department, San Diego State University, San Diego, CA 92182-0437.

The University of Cincinnati seeks Assistant Professor to teach medieval and early modern European history. Tenure track position. Apply by 15 March 1984 to Ronald Pollitt, Chairperson, Search Committee, Department of History (373), University of Cincinnati, Cincinnati, OH 45221

The Institute for the Study of Feminist Spirituality announces the beginning in 1984 of a MA program in feminist spirituality. For information, write to Pat Reif at Immaculate Heart College Center, 10951 W. Pico Blvd., Suite 2021, Los Angeles, CA 90064.

WAWH OFFICERS

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Ellen Huppert
Penny Kanner
Frances Richardson Keller
Karen Langlois
Dorothy Ludlow
Francesca Miller
Carolyn Roy
June Stephenson

CLIP AND RETURN!

Please write a few lines about your present activities--or any other news--on the lines below and mail to Carole Hicke, 57 Coronado Avenue, San Carlos, CA 94070.

Four horizontal lines for writing a response.

TREASURER'S REPORT: January 31, 1984

1983 Balance in General WAWH Fund:	\$1709.32
Balance in Graduate Student Fund:	2083.50
1984 dues collected (113 members responding):	1248.08
January expenses:	(623.92)
Current Balance:	\$4416.98

NEW MEMBERS

We are delighted to welcome the following new members to WAWH:

Mary W. Hubert, San Rafael; Tudor England
 Alison Lingo, Institute for Historical Study; Social history of
 medicine; women's history
 Mary McD. Gordon, U. of Santa Clara; 19th century history of
 education, women's history, the West
 Rose L. Glickman, U.C. Berkeley; Russia; women
 Carol Gold, U. of Alaska; Scandinavia; Europe
 Colleen M. O'Connor, Mesa College; U.S. 20th century; politics
 Cynthia Orozco, UCLA; women; chicana and chicano history
 Maria Ramas, UCLA; 19th century Europe
 Elizabeth Lane Furdell, U. of No. Florida; Tudor/Stuart
 Britain; women; medicine
 Margaret L. Grimshaw, San Diego State U.; U.S. women
 Judith Strong Albert, U.C. Berkeley; 19th c. U.S.; women's
 history and education
 Julia Clancy-Smith, UCLA; North Africa; Near East (modern
 and contemporary periods)
 Nerys Williams-Levy, London U.; modern India
 Victoria E. Bynum, UC San Diego; 19th c. U.S. women
 Susan Schroeder, UCLA; Latin America
 Cheryl Foote, U. of New Mexico; women in the West
 Sandra Schackel, U. of New Mexico; Southwest; Women
 Carolyn Sexton Roy, UCLA; Latin America
 Janice Sumler-Lewis, UCLA Law School
 Therese M. Pipe, Berkeley; local history, women's and
 literary history

NEW ADDRESS FOR SECRETARY/TREASURER JOYCE BAKER:

Joyce Baker
 514 Peregrina Rd.
 Santa Barbara, CA
 93105

D R A F T

Bylaws for WAWH Graduate Student Awards

1. The purpose of the WAWH Graduate Student Awards shall be to encourage graduate students who show promise of significant contributions to historical scholarship. Funds from these Awards may be used for purposes directly or indirectly related to the dissertation, such as research expenses, scholarly conferences, preparation of dissertation.
2. All recipients shall be members of the WAWH.
3. All recipients shall be graduate students writing the dissertation at the time of application.
4. Applicants for a WAWH Graduate Student Award must submit the following to the Selection Committee:
 - Statement of not more than one page requesting financial support for specific purposes;
 - Summary of dissertation project, not to exceed 250 words;
 - Summary of research accomplished for dissertation, not to exceed 250 words;
 - Three confidential letters of recommendation sent directly to the Selection Committee.
5. The Selection Committee shall be three members of WAWH named by the President to serve three-year terms. Each member of the Committee shall review and rate each application for Graduate Student Awards.
6. The Selection Committee shall use the following criteria in selecting recipients:
 - Proposed application of funds;
 - Scholarly potential of the graduate student;
 - Significance of dissertation project for historical scholarship;
 - Progress already made towards completing research on the dissertation.
7. From their individual ratings, Selection Committee members shall reach a consensus on the recipient (s) of Graduate Student Awards.
8. Graduate Student Awards shall be announced at the annual conference.



514 Peregrina Rd.
Santa Barbara, CA 93105

FIRST CLASS HAIL



Susan Groag Bell
185 Forest Avenue #3A
Palo Alto, CA

'84

