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The University of Montana

Women's Studies Newsletter

LA 435, 243-2584

Vol. 3, No. 1 Autumn 1994

FROM THE DIRECTOR

Greetings, and welcome to the 1994-95 year! 1993-94, the first year of operation with a half-time director for the Women's Studies Program, was a time for maintaining and regularizing the ambitious initiatives established by interim co-directors Deborah Slicer, Philosophy, and Bari Burke, Law. Several building blocks are now established:

- Most importantly, a half-time 9-month administrative assistant, Colleen Hunter, has been our key person since February. With Colleen's skills in organization, graphics, publicity, budget, and other crucial operational functions, the program's many activities are now running smoothly--and her hours, 10AM-noon, 1-3PM, M-F, allow her to continue her career as symphony musician and Suzuki violin instructor.
- The Program office, Liberal Arts 435 (x 2584) is in good order, thanks to furniture donations and acquisitions, and a modest library of donated Women's Studies books and press catalogs. Bulletin boards outside the office and in the LA stairwell above the third floor post announcements on conferences, positions, programs, and campus and community resources.
- With our Macintosh resources we have built up campus and community mailing lists for our publications, this twice-yearly newsletter, Women's Studies course listings, and announcements of Women's Studies activities, such as the bi-weekly Brown Bag lunches (Wed. noon, Pope Room).
- Our Speaker series are underway: Last year the first annual Van de Wetering "American Women Making History" lecture was given by distinguished professor of history, Carroll Smith-Rosenberg. This year's speaker tentatively is Gloria Steinem! Mark April 6 on your calendars. Additionally Women's Studies co-sponsors campus speakers: In honor of Black History (February) and Women's History (March) months, Civil Rights activist Diane Nash, who was prominently featured in "Eyes on the Prize," will speak at UM on Feb. 28. Dawn Marie Driscoll, author and executive co-sponsored by Management and Women's Studies, will speak on women and success in two forums, including our Nov. 2 Brown Bag. Although funds are limited, we may be able to co-sponsor a few other speakers on women's issues; in '93-94 Women's Studies sponsored 4 speakers and contributed to 15 more speakers on women's issues on campus.

• We have established some traditions: an annual weekend retreat for women faculty at Lubrecht (last year on pedagogy in April, this year on the politics of retention in October), a beginning-of-year reception for women faculty, a Take Back the Night forum, a slate of activities for Women's History month, and a directory of women faculty that lists research areas and interests (call for a copy).

• This year's priorities include expanding course listings (we need focus courses!), working toward a minor in Women's Studies, revising program materials, establishing internships, and getting our events and program information on the Internet. We dream of more--faculty mini- and summer workshops on women's texts and issues; more interaction with community resources; outreach to more students; a speakers' bureau for Women's History month; a van-full of UM participants at the National Women's Studies Association meeting in Laramie in June.

Thanks to all of you who have contributed your ever-in-demand time, energy, and resources to helping us grow. With your continued support we look forward to another year of rewarding dialogue, discovery, and connection with our students and with one another.

Julia Watson, Director

WOMEN'S STUDIES RETREAT

A second Women's Studies Retreat was held October 1-2 at the Lubrecht Forest Lodge. The first Women's Studies Retreat was held last spring on the topic of Feminist Pedagogy, with guest speaker Professor Sue Lafky from the University of Iowa. This year, the topic is: "Standing up for Each Other--Policies and Politics of Recruitment, Retention, and Promotion for Women Faculty."

Saturday morning agenda items included "Feminist Pedagogy and Employment Politics," and a panel of part-time and temporary faculty on "Sharing Our Stories." Saturday afternoon panels were on Gender Equity, the implications of the Union Contract, and Evaluation Criteria and Forms. Saturday evening was a discussion of strategies leading to the development of recommendations and action goals. Sunday morning was a continuation of this discussion and a wrap-up of the retreat.

A reading packet and bibliography have been prepared. Copies are available by request from the Women's Studies Office, LA 435, 243-2584.



NEW WOMEN FACULTY HONORED

The Women's Studies Program hosted a reception for all women faculty to welcome new women faculty to the University of Montana on September 1, Thursday afternoon, in the Presidents' Room at Brantly Hall. About 40 faculty attended. Presentations on University of Montana faculty women around the world were made by Judith Rabinovitch (a Buddhist colony in Japan), Rhea Ashmore (Shanghai), and Jill Belsky (Oxford University and Belize). A schedule conflict prevented Liz Ametsbichler's presentation on Heidelberg and Vienna.

There are 32 new women faculty hired for this year, about 6 of them in tenure track lines. They include: Susan Daggett deFrance--Anthropology; Karen Orzech, Kathryn Martin Remington, Anna Sala, and Catherine Zabinski--Biological Sciences; Trina Valencich--Chemistry; Sara Hayden--Communication Studies; Virginia Carmichael, Deirdre McNamer, and Rosalie Robson--English; Marcia Hass and Sachiko Matsunaga--Foreign Languages and Literature; Lily Eidswick, Elena Toneva, Bonnie Spence, and Chris Tuckerman--Mathematical Sciences; Gail Bruce-Sanford--Psychology; Janet Finn--Social Work; Angela Unruh--Business Accounting and Finance; Lynda Brown--Business Management; Raenelle Lees and Carolyn Lott--Educational Curriculum and Instruction; Karen Sides--Educational Leadership and Counseling; Gail McGregor--Montana University Affiliated Rural Institute on Disabilities; Cheryl Hewson--Music; Nancy Menning--Forestry; Susan Dana, Gail Hammer, and Julianna Zekan--Law; Sue Samson--Mansfield Library; Lara Rose Macklin--Pharmacy Practice; and Ann Williams--Physical Therapy. Welcome!

NEWS OF UNIV. OF MONTANA WOMEN

This first column has a selection at random of some of the activities of some of our colleagues and students. Send your news to Colleen Hunter, Administrative Assistant, Women's Studies Program, LA 435, University of Montana, Missoula, MT 59812-1045.

The Women's Studies Program Office welcomes **Carleen Endresen**, sophomore in Communication Studies and Spanish, as our new work study administrative aide. Carleen comes to the University of Montana from Billings, where she attended Billings West High and Eastern Montana College.

Jennifer Gibson, '93 Women's Studies major, was acting director of Women's Place in Missoula from January through June 1994, and is now their Education Coordinator. See related article.

Charlotte Morrison, '94 major in Women's Studies and Philosophy, is the 28th Rhodes Scholar selected from the University of Montana and the 9th under the mentorship of Professor Maxine Van de Wetering. She left for Oxford University in August.

Gloria Shopteese, minor in Native American Studies, was one of 200 women selected nationally to participate in the 1994 Women as Leader Academic Seminar in Washington D.C., May 16-26, 1994. See related article.



Elizabeth Ametsbichler, Foreign Languages and Literatures, has returned from leading the German Term Abroad in Spring '94 to Vienna and Heidelberg.

Rhea Ashmore, Education/Curriculum and Instruction, has returned from a semester at Shanghai University where she was the University of Montana exchange fellow for Spring '94.

Jill Belsky, on a University of Montana faculty mini-grant in June '94, met with colleagues and worked in libraries at Oxford University and the University of London, on social/community forestry.

Nancy Cook, English, and

Julia Watson, Women's and Liberal Studies, presented papers on Western American women writers at the American Literature Association meeting in San Diego in June.

Bonnie Craig, Director, Native American Studies, presented a showcase workshop on "Recruitment, Retention, and Transition of Native American Students in Higher Education" at the National Indian Education Association meeting in Minneapolis on Oct. 14, 1994. On Oct. 6 she was a keynote speaker on American Indian Spirituality for the Unitarian Universalist Association International Conference in Fort Worth, and led a workshop on an amendment being considered by Congress for supporting American Indian religious freedom. On August 20 she presented a one-hour video (in a six-part series for congregations throughout the country) for the National United Methodist Church on "Ecology and the Cultural Perspective."

Maureen Curnow, Chair, Foreign Languages and Literatures, traveled to Montreal and Berkeley, California, and

Sigyn Minier, Foreign Languages and Literatures, to Paris, for research on their upcoming anthology of French-language women's writing.

Lynne Koester, Chair, Psychology, attended a meeting of the International Society for the Study of Behavior in Amsterdam in July '94, and presented a paper on "The Vocal Environments of Deaf and Hearing Infants and Mothers."

Beth Lo, Art--Ceramics, is the recipient of a Visual Artists Fellowship Grant from the National Endowment for the Arts, for use in her development as an artist. Only 50 grants are awarded every other year in photography/sculpture/crafts, with over 5,000 applicants.

Deborah Slicer, Philosophy, presented a paper, "Are Women Closer to Nature than Men?: On Standpoints and Activism," at the "Women, Politics, and Environmental Action" Conference in Moscow, Russia, June 1-3, 1994, and traveled afterwards by rail to Vladivostok. See related article.



WELCOME TO BETSY DUERKSEN

The 1993 NAIA coach of the year has been selected to launch the women's soccer program at the University of Montana. Betsy Ready Duerksen, who coached Seattle University to the NAIA national title last fall and headed their program for three seasons, was appointed to fill the new position at UM.

A native of Edina, Minnesota, Duerksen was a four-time All-American in soccer at Boston College from 1984-87, and was voted that school's female athlete of the decade. She was also a two-time Academic All-American, and was awarded an NCAA postgraduate scholarship after graduating with a degree in human development. She completed her master's degree in social work at Boston College in May 1990. Before coming to Missoula, Duerksen was an assistant coach at Brown University in 1988 and at Boston College in 1989 and 1990. She took over the Seattle University program in 1991 and earned Northwest Collegiate Soccer Conference coach of the year honors after all three seasons. She was inducted into Boston College's Hall of Fame in 1993.

The University of Montana began women's soccer competition on the NCAA Division I level in September with three at-home victories. We welcome Betsy Duerksen to our campus.

WOMEN, POLITICS, AND ENVIRONMENTAL ACTION: AN INTERNATIONAL SYMPOSIUM

The Lada is an ill-tempered, foul-smelling, punk of a vehicle. Flat, square, the product of the state-owned, Russian auto industry, the broken down Lada is one of the most ubiquitous sights along the highway between Moscow's international airport and downtown. Another dominant feature of that landscape is the deteriorating, concrete highrise that serves as state-run housing for most Muscovites. And a third feature, behind the Ladas dissolving in puddles of their own oil and inside the shadow of the highrise, is the greening urban garden. At seven o'clock on the early summer evening of my arrival, I saw women and men tending thousands of these 12 by 15 foot plots that lined some thirty miles of highway to Moscow. These sights, my first impressions of Russia, were consonant with the tone and content of the conference that I attended there on "Women, Politics, and Environmental Action."

Between June 1-3, 1994, one hundred and eighty women and men from eleven different countries gathered in Moscow for an international symposium to discuss women's concerns and roles as environmental scientists, policy-makers, theorists, and activists. The majority of speakers and participants were Russian, from the Confederation of Independent States, or American. Seventy years of militarization and industrial development-at-all-costs have caused problems of staggering proportions in the former Soviet Union. The fifteen nations that comprised the former Soviet Union contain some of the most polluted and degraded environments in the world. Information about the extent of environmental damages

was only made available to citizens of these countries within the last decade. Environmental organizations and citizens' protests are even more recent. Sharing information and strategies with women from these countries was one of the central goals of the conference.

Alexei Yablokov, Chair of the Commission on Ecological Security, opened the first plenary session with a report on the state of the Russian environment. Russia holds the world's record for water pollution. Thirty percent of their ground water is polluted. Seventy percent of the nation's water is undrinkable. The Aral Sea is virtually dry, the Caspian Sea is dying, and nearly all of Russia's great rivers--the Volga, the Ob, the Angara, among them--are extremely polluted. Currently, air in more than one hundred cities is five times more polluted than even Soviet standards allowed. Tons of nuclear waste are stewing under the Arctic. The former Soviet Union used pesticides at twice the rate of the United States. And if logging continues at its current rate, the vast Siberian forests will be gone within the next twenty-five years.

Participants from Russia and the C.I.S. focused almost exclusively on concerns over human health in urban populations. In contrast to environmental discussions here in the western part of the United States, I heard almost no mention of species extinction or wilderness preservation. Women expressed great concern over their reproductive health and over their children's health. For example, Olga Sivochulova of the Scientific-Research Institute of Medicine said that today most Russian infants are born underweight, weak, and iron-deficient. Ninety in one thousand newborns have hereditary deformations. Between 1990-92, the incidence of hereditary deformities increased by 28% due to industrial pollution, poor quality of food and water, and social stresses on families, especially on women. Only 25% of Russian children can be considered healthy, according to Sivochulova. Oral Ataniazova, Director of the Center of Reproductive Health, Karakalpakia, Kazakhstan, said that in areas near the Aral Sea, which are saturated with agricultural chemicals, 34% of women lost children under twelve months; 37% of those women have miscarriages. Valentina Koshkina, Director of the Institute of Medical and Environmental Problems, Russia, noted that in 1989 sixty million Soviet women worked in chemical production industries, one-half of all employed women, the majority of whom were of reproductive age. Rates of reproductive cancers are particularly high among Russian women, especially ovarian cancer.

I was struck by two similarities between these nascent Russian and C.I.S. environmental movements and the early United States environmental movement. Women were the primary movers and shakers, particularly as community activists, in all of these movements. And these women focused on human health issues. An unbelievably bad economy and nonexistent or ineffective environmental legislation pose additional challenges for Russian and C.I.S. activists. Nonetheless, these activists are as committed to cleaning up their natural environment as they are to cleaning up their political environment after seventy years of Soviet rule. And since these are a people who can grow bushels of fat red canning tomatoes during a season even shorter than ours here in Montana, I believe in them.



Deborah Slicer, Philosophy

STUDENT SPOTLIGHT

Gloria Shopteese, Native American Studies minor, was one of several outstanding University of Montana undergraduate women nominated by the President's Office to attend The Washington Center's annual seminar. Gloria was selected as one of two hundred women students nationally to participate in the 1994 Women as Leaders Academic Seminar in Washington D.C. last May. Over fifty distinguished speakers gave presentations and shared their experience with students during the ten-day conference. Sessions included panels on leadership, health, business, grassroots organizing, philanthropy, balancing work and personal life, and many others. Among the speakers were Elizabeth Valk Long, President of Time Magazine; Marie Wilson, President of the Ms. Foundation; Madeleine Kunin, Deputy Secretary of Education, U.S. Department of Education; and Carol Bellamy, Director, U.S. Peace Corps. This excerpt from Gloria's essay for the seminar describes her experience.

"What I am learning at the 'Women as Leaders' seminar is that there are many different styles of leadership. This will be helpful in developing my own style of leadership as I expand my potential ... Through this conference, I got a sense of who I am and what I want my vision to be. More than one speaker said, leadership is when you believe in something passionately to make it your life's work in order to make a change. My passion is working with Indian people. I want to nurture, challenge and empower all Indian people to become who they are meant to be ...

The women on the panels ... became leaders by taking risks such as challenging social and economic issues, racism, sexism and the patriarchal society. I learned more from them as they shared their history, culture, and personal struggles of fear, negative self-talk and balancing family and work. They are committed to speaking out to make a difference ... The women were so energized and excited about the changes they were making that I began to believe I could make a difference in my own personal life and my environment. Sometimes the pressure to conform is so powerful that I need to empower myself personally so I won't conform ...

Resilience and perseverance reflect the attitude of many Indian leaders for survival. Many of these qualities are still evident today along with other qualities such as ... 'caring, cooperation, community and connection' ... The four C's describe many Indian women working towards that on the reservation and that's where I most want to be involved at the grassroots level ...

This conference has provided a better understanding of who I am as a Native American woman ... It has opened my eyes to issues concerning females. It has expanded the horizons in my world and opened up potentials within myself. This was an incredible experience, and I wish every woman could have the opportunity to participate."



BOOK DONATIONS

Many thanks to Sharlot B. Battin of Whitefish, MT for her donation of four publications from the National Council for Research on Women--Directory of Work-in-Progress and Recent Publications; Directory of Women's Media; Directory of National Women's Organizations; and Sexual Harassment: Research and Resources. And, thanks to her friend, Jean Jones, for personally delivering these valuable resource materials to the Women's Studies Office.

Special thanks to Margo Hunter, who donated three boxes of books, fiction and non-fiction, on women's issues, in memory of her sister, Elizabeth Boening.

Thanks to Bari Burke for her continuing donation of "Ms. Magazine" and "Women's Review of Books," and to Barbara Hollman for sending "Women in Higher Education" monthly.

Stop by the Women's Studies Office, LA 435, to peruse our ever-expanding bookshelf, which includes the above listed publications, catalogs on Women's Studies from university presses, and more!

S.A.R.S. AT THE UNIV. OF MONTANA

The Sexual Assault Recovery Service is an advocacy and support service for students at the University of Montana who have been raped or sexually assaulted either by a stranger or by an acquaintance. Support and advocacy will be available for survivors at all stages of recovery--from initial crisis intervention, to healing through support groups. An empowerment approach to sexual assault recovery is used. This service is confidential (or completely anonymous if a student wishes). 24-hour telephone line: 243-6559.

STUDENT/FACULTY OPPORTUNITY

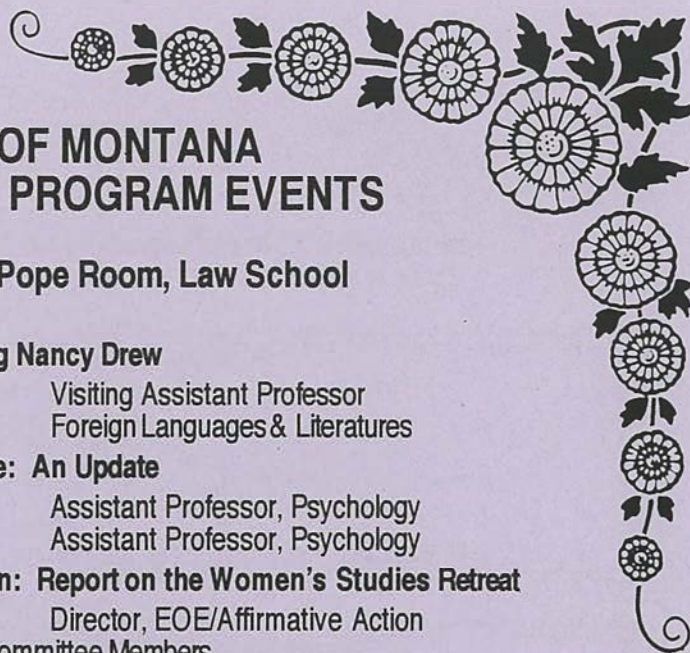
The American Association of University Women's Educational Foundation will award over 2.5 million dollars for graduate and post-doctoral study and research to women in 1994-95. Over 250 women graduate students and faculty will receive one-year or summer fellowships for research, writing dissertations, or advanced study in all academic areas and selected professions. Preference goes to scholars whose civic, community or professional work shows a commitment to advancing the welfare of women and girls. Women of color are strongly encouraged to apply. The program includes the following awards: American Fellowships, International Fellowships, Selected Professions Fellowships, Career Development Grants, Eleanor Roosevelt Teacher Fellowships, Community Action Grants, and Summer Fellowships for Postdoctoral Research. Deadlines start on **November 15**.

Brochures are available in the Women's Studies Office, LA 435, 243-2584.





UNIVERSITY OF MONTANA WOMEN'S STUDIES PROGRAM EVENTS



BROWN BAG LUNCH SERIES 12:00 noon, Pope Room, Law School

September 14

Beyond Nostalgia: Reading Nancy Drew

--Nancy Romalov
Visiting Assistant Professor
Foreign Languages & Literatures

October 5

Rethinking Sexual Violence: An Update

--Christine Fiore
Assistant Professor, Psychology
--Jennifer Waltz
Assistant Professor, Psychology

October 12

Campus Climate for Women: Report on the Women's Studies Retreat

--Nancy Borgmann
Director, EOE/Affirmative Action
--Women's Studies Retreat Committee Members

October 19

Women & Politics in Montana: A Conversation

--Karla Gray
Montana Supreme Court Justice
--Vivian Brooke
Montana House of Representatives
--Michael Laslovich
Chair, Department of Political Science

November 2

Executive Women: Their Impact in America

--Dawn-Marie Driscoll
Successful Executive & Author

November 16

Toward the Year 2000: A Native American Women's Vision for the University and the Community

--Deborah Wetsit
Assistant Professor
Educational Leadership & Counseling

December 7

Health Care Reform: Implications for Montana Women

--Ellen Leahy
Director of Public Health, Missoula

VISITING LECTURER SERIES

October 17

"Women Working for International Peace"

--**Carol Williams**, Executive Director of Peace Links,
Washington D.C., wife of Congressman Pat Williams
--3:30 p.m., Pope Room, Law School, University of Montana

October TBA

--**Ousmane Sembene**, Novelist & Film Director, Senegal West Africa
--call Maureen Curnow, Foreign Languages and Literatures, for more information

November TBA

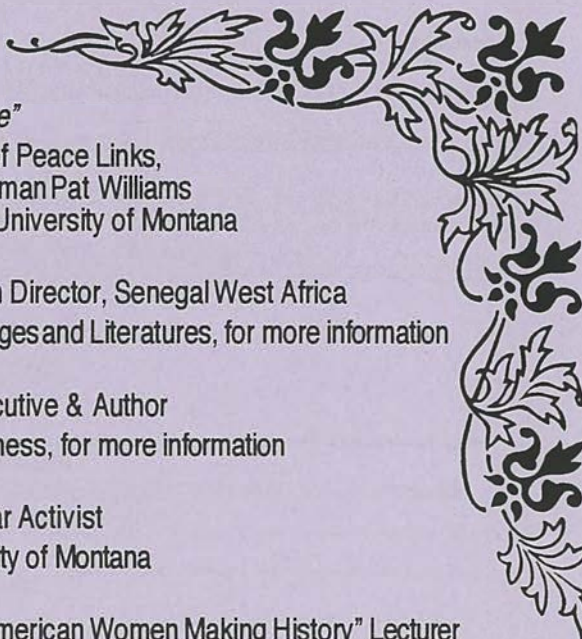
--**Dawn-Marie Driscoll**, Business Executive & Author
--call Maureen Fleming, School of Business, for more information

February 28

--**Diane Nash**, Civil Rights and Anti-War Activist
--8:00 p.m., Urey Lecture Hall, University of Montana

April 6

--**Gloria Steinem**, Van de Wetering "American Women Making History" Lecturer
--8:00 p.m., University Center Ballroom, University of Montana





UNIVERSITY OF MONTANA EVENTS HIGHLIGHTING WOMEN

The Women's Studies Program hopes to go online on "Gopher" in a few months to post information on events of particular interest for women. Watch for it!

Christine Choy, Mansfield Conference Speaker

Professor of Film & Television, from New York University's Tisch School of the Arts

Documentary Film Showings:

October 18: "Home Apart: The Two Koreas," 7-9 p.m., Liberal Arts 308.

October 19: "Sa-I-Gu," 3:10-5 p.m., Liberal Arts 308.

October 26: "Who Killed Vincent Chin?," 3:10-5 p.m., Liberal Arts 308.

Public Lecture:

October 25: "How Film and Television Shape Our View of the Globe," 3 p.m., Montana Theatre

Ousmane Sembene, Views of Society from the "Third World"

He is a novelist and film director of international stature, from Senegal, West Africa.

Film Showings—at the Crystal Theatre, 515 South Higgins:

October 28: "Mandabi," about the complex daily world of modern Africa, 7-8:30 p.m.

October 29: "Xala," satire of modern Africa, heavily censored in Senegal, 7-9 p.m.

October 30: "Ceddo," political thriller, most important black African film to date, 7-9 p.m.

October 31: "Guelwaar," human comedy, most recent and best film by this director, 7-9 p.m.

Public Lecture:

TBA: Contact Maureen Cumow, Foreign Languages and Literatures, for more information.

ASUM Performing Arts Series

November 2: Naa Kahidi, Alaskan Indigenous Theatre, 7 p.m., University Theatre, tickets \$8-\$10.

November 17: "Crossing A Broken Bridge," Black American & Jewish American Theaters Collaboration, 8 p.m., University Theatre, tickets \$11-\$14

Lecture

November 10: Sigma Xi lecture--"Population Dynamics in the Northwest," by geography Assistant Professor Christiane Von Reichert, noon, Science Complex 334/304.

The Arts

November 8 - 12, 15 - 19: Drama/Dance--"Execution of Justice," by Emily Mann, 8 p.m., Masquer Theatre, tickets \$7-\$8.

December 2: Reception--for artist Linda Whitney, 4-6 p.m., University Center Gallery. Her prints exhibit, "Whitney," runs November 28 through December 22, Mon.-Fri., 10 a.m. to 4 p.m., in the University Center Gallery.

MISSOULA COMMUNITY EVENTS HIGHLIGHTING WOMEN



Breast Cancer Resource Network

Meets the **first Wednesday of each month** at the Saint Patrick Hospital Auditorium, 500 West Broadway, at 7:00 pm.

Call Debbie 728-8877, or Dee 549-3401, for more information.

Women's Recovery Issues

Meets **every Thursday** evening at Unity Church, 201 University Avenue, from 7:30 to 8:30 pm.

Call Dr. Margaret Mantell at 549-1559, for information on cost and topics.

FACULTY OPPORTUNITY

The Center for Twentieth Century Studies at the University of Wisconsin--Milwaukee, a postdoctoral research institute, offers two fellowships for the academic year for scholars in the humanities to pursue research in age studies in the general context of the theory and criticism of difference. A total of six scholars will be selected, two each for 1995-96, 1996-97, and 1997-98. Inquiries should be addressed to: Kathleen Woodward, Director; Center for Twentieth Century Studies; University of Wisconsin--Milwaukee; P.O. Box 413; Milwaukee, WI 53201; 414-229-4141. Completed applications and all reference materials are due **December 1** of each year.

FACULTY/STAFF WELLNESS PROGRAM

New classes of interest include:

WOW--Women on Weights (an introductory class), 12:10-12:50 pm Tuesday & Thursday, beginning October 18 (four weeks). Register at the Wellness Center, McGill 111 (open to faculty, staff, spouses only).

Free mammograms and Pap, pelvic and breast exams are available to faculty and staff females through the Wellness Program's Women's Preventative Health Program. This year, an October special provides Saturday screenings. For more information, call the Wellness Program, 243-2027.

INTERNATIONAL WOMEN'S YEAR-- FOCUS ON TIBET

March 1994 - March 1995 marks the International Year of Tibetan Women, an ambitious step forward in the Tibetan Women's movement to regain their once-independent nation now occupied by China. The Tibetan Women's Association (TWA) in exile is the natural successor to those undaunted women who laid down their lives for Tibet. Its main focus is to reverse the repressive measures and inhumane treatment inflicted on the Tibetan nation. Above all, TWA struggles against the illegal occupation of Tibet and colonialist discrimination which degrades the Tibetan people to the status of second class citizens in their own land.

The current aim of TWA is to create wider awareness of the true situation in Tibet by coordinating programs and events around the world during the International Year of Tibetan Women, a crucial year in which to find meaningful solutions to the problems which threaten to destroy Tibet as a distinct nation. For more information, contact Ralph Combs at 549-4303.



W.O.R.D., INC.

Laura Rose, from Women's Opportunity and Resource Development, directs a project for women to learn skills necessary for employment in nontraditional occupations, such as heavy equipment operation, hazardous waste disposal, and diesel maintenance. Three-week training sessions in these areas will take place in March of 1995, with classroom sessions as well as hands-on experience. Classes are open to any woman, not necessarily of low income, who applies and is accepted into one of thirty available spaces. The average wage for women graduates of this four-year-old program is \$10.16 per hour. Previous class sessions have also included training in areas such as carpentry, truck driving, and technology.

In a telephone interview, Laura Rose shared two stories of successful graduates. The first was a mother on welfare, with one child, who now is a carpentry intern in Washington state, earning \$16 per hour. The second was a 27-year-old Native American woman on Aid to Families with Dependent Children, who now drives a roller for a construction company in Havre, and supports her two children with earnings of \$20 per hour.

Laura is looking for volunteers to speak with classes during March, especially women with careers in trades or technology, or women in academic programs leading to nontraditional careers such as science, math, engineering, medicine, or pharmacy. Many of the women involved in WORD's training sessions are interested in continuing their education, and would benefit from sharing stories with representatives from campus. Contact Laura Rose at 543-3550 for more information.

More good news for WORD comes in the form of a \$1 million federal government grant to expand its two-year-old affordable housing program. The federal funds will pay for building and renovating affordable housing in Missoula, as well as supporting existing programs such as emergency shelter for women and families with children, rent mediation service, and HomeShare, which finds housing for single, pregnant women. For more information on these programs, call Women's Opportunity and Resource Development, Inc. at 543-3550.

WOMEN'S PLACE

We welcome the new Executive Director of Women's Place, Francina Gamboa. Francina began work on June 1, after having lived in the Missoula area for about a year. She has been active in women's issues for over 20 years, and was Director of the Women's Center on the El Camino College campus near Redondo Beach, California before coming to Missoula. Francina has over 14 years of experience in teaching women to open small businesses.

Her plans for Women's Place involve projecting a positive image of openness in the Missoula community. In addition to open and closed programs on domestic violence, Women's Place will be developing additional programs in the areas of sexual assault, elder abuse, same sex violence, and educational outreach for children and young adults. For more information, call 543-3320.

1994-1995 CONFERENCES

~~Brochures available for some conferences at our Women's Studies Office, LA 435, University of Montana~~

- UM Graduate Student Conference:** Contact Veronica Stewart or Christopher Beach, English Department, University of Montana, Missoula, MT 59812 for more information.
- October 19-22:** 16th Annual Women Writers Conference on *Writing as Process and Product*. Contact: Women Writers Conference, University of Kentucky, 915 Patterson Office Tower, Lexington, KY 40506.
- October 21-22:** Mid-Atlantic Conference on *Bridging the Gap Among Women's Communities* sponsored by East Stroudsburg University, Pennsylvania State System of Higher Education Women's Consortium, and WISH (Woman in Search of Herself), in East Stroudsburg, PA. Contact Mollie Whalen at 717-424-3472.
- October 28-30:** First Annual Conference of the Southern Regional Chapter of the Association for Women in Psychology on *Weaving Together Theory, Action and Practice in the Southeast*, in Clarkson, GA. Contact Dr. Robin Powers at 404-836-6510.
- November 10-12:** Wilma E. Grote Symposium for the Advancement of Women on *Women's Ways of Knowing, Learning, and Communicating* at Morehead State University, in Morehead, KY. Call 606-783-2004.
- November 12:** Interdisciplinary Graduate Student Conference on *Global Intersections: Gender, Race and Class in Multicultural Texts*. Contact: Lynda Szabo, Duquesne University, English Department, Pittsburgh, PA 15282.
- November 16-19:** International Conference on *Violence Against Women*, sponsored by the Hong Kong-America Center and the Gender Research Programme at the Chinese University of Hong Kong. Contact: Organizing Committee; International Conference on Violence Against Women; The Hong Kong-America Center; Tin Ka Ping Building, 67, CUHK; Shatin, N.T., Hong Kong.
- November 17-20:** 6th Annual North American Lesbian, Gay, and Bisexual Studies Conference, sponsored by the University of Iowa, in Iowa City, IA. Contact Meredith Alexander or Brett Beemyn at 319-335-3555.
- January 5-8:** International Conference on *Women in Higher Education* sponsored by University of Texas at El Paso, in San Francisco, CA. Call 915-747-5200.
- February 24-26:** Interdisciplinary graduate student conference on *The Intersections of Gender, Race, Ethnicity, Class, and Sexual orientation in Scholarship and Teaching*. Contact: Renee Gralewica; GRECSO Conference; Washington State University; Pullman, WA 99164-3140.
- March 3-4:** Women's Studies Conference on *Women and Power* sponsored by Tennessee State University in Murfreesboro, TN. Contact Angela Hague at 615-898-2579.
- March 29 - April 1:** Fourth Women's Studies Symposium on *Creative Tensions: Women Across Ages* sponsored by Purdue University in West Lafayette, Indiana. Call 317-494-7685.
- March 31 - April 1:** 22nd Annual Richard R. Baker Philosophy Colloquium on *Ecofeminist Perspectives*. Contact: Dr. Pamela L. Thimmes, Department of Religious Studies, University of Dayton, Dayton, OH 45469-1530.
- April 12-15:** Popular Culture Association and American Culture Association joint convention with a focus area on *Gender Studies* in Philadelphia, PA. Contact Carol Pierce-Jones at 606-257-4651.
- May 12-14:** Conference on *Women and Gender in Science* at the University of Minnesota in Minneapolis. Contact Lori Graven at 612-625-9023.
- June 20-25:** National Women's Studies Association 16th Annual Conference on *Women's Movements: Cultural, Intellectual and Political (R)evolutions*, hosted by the Women's Studies Program, the College of Arts and Sciences, and the University of Wyoming in Laramie, WY. Call 307-766-6871. Brochure copies available in our Women's Studies Office, LA 435, University of Montana.
- September 4-15, 1995:** Fourth World Conference on Women on *Action for Equality, Development and Peace* in Beijing, China. Contact: Department of Public Information, United Nations, Room S-1040, New York, NY 10017; 212-963-1262. (Western Montana NOW Chapter locally)

PROGRAMS ABROAD

- Syracuse University Women's Studies Abroad.** England, France, Italy, Spain, Zimbabwe. Contact Susan Loevenguth at 800-235-3472.
- Center for Global Education at Augsburg College.** Latin America and South Africa. Contact Don Christensen at 612-330-1159.
- Antioch Education Abroad:** Comparative Women's Studies in Europe. Britain, Germany, Poland, Netherlands. Call toll free, 800-874-7986.





CALLS FOR PAPERS

~~Complete information posted on bulletin board outside LA 435~~

GRECSO Conference calls for papers and workshop presentations for an interdisciplinary graduate student conference designed to explore the Intersections of Gender, Race, Ethnicity, Class, and Sexual Orientation in Scholarship and Teaching. Abstracts should outline a 20-minute presentation (300 words) or a 90-minute workshop (1 page). *Deadline November 1.* Send to Renee Gralewica; GRECSO Conference; Washington State University; Pullman, WA 99164-3140.

National Women's Studies Association 16th Annual Conference calls for proposals responding to the issues raised by the conference theme of "Women's Movements: Cultural, Intellectual and Political (R)evolutions" and plenary topics--Generations of Women, Politics of Survival, Order and Chaos, and Communities and Coalitions. *Deadline November 8.* Send to NWSA '95; Women's Studies; Ross Hall 405; University of Wyoming; Laramie, WY 82071-4297.

Looking Queer: Body Image and Identity in Lesbian, Bisexual and Gay Communities, book author seeks poetry, articles and non-fiction narratives of 700-5,000 words. *Deadline January 1.* Send to Dawn Atkins, P.O. Box 861, Iowa City, IA 52244-0861.

Ecofeminist Perspectives conference calls for papers (30 minute maximum) written from an ecofeminist perspective on environmentalism, feminism, animal liberation, race relations, or economics. *Deadline January 1.* Send to Dr. Brian A. Luke, Department of Philosophy, University of Dayton, Dayton, OH 45469-1546.

Woolf Studies Annual invites articles and book reviews on the work and life of Virginia Woolf. Contact: Mark Hussey, English Department, Pace University, One Pace Plaza, New York, NY 10038.

Common Courage Press publishes books for social justice on race, gender, feminism, economics, ecology and U.S. domestic and foreign policy; especially nonfiction works by women on feminism and women's issues as related to the above subjects. Call 800-497-3207 for more information.

Garland Publishing seeks manuscripts and proposals for works concerning the development of feminism and relevant improvements in the status of U.S. women from 1607 to the present. The editor will consider biographies, narratives, collections of essays on specific subjects, and works of analysis. Contact: Professor Angela Zophy, Box 400, University of Houston--Clear Lake, 2700 Bay Area Blvd., Houston, TX 77058-1098.

RESEARCH GRANTS

Radcliffe College announces the availability of grant funds for postdoctoral level research and a visiting scholars-in-residence program, from the Henry A. Murray Research Center, a national repository of social and behavioral sciences data for the study of lives over time, with a special focus on the lives of women. For more information, contact Grants Administrator, The Henry A. Murray Research Center, 10 Garden Street, Cambridge, MA 02138, 617-495-8140.

JOB OPPORTUNITIES

Director of Women's Studies Program, Valdosta State University. Associate/Full Professor in academic discipline offered in the programs of study of the University. Full-time, tenure-track, twelve-month contract, starting July 1, 1995. Send application letter, curriculum vitae, and three letters of reference to: Sandra Walker, Women's Studies Program, Dept. of Modern Foreign Languages, Valdosta State University, Valdosta, GA 31698-0045 by *November 15.*

Women's Studies, Purdue University. Tenure-track, entry-level Assistant Professor, beginning August 1995. Joint appointment with the School of Liberal Arts: Foreign Languages and Literatures; Health, Kinesiology and Leisure Studies; Philosophy; Psychological Sciences; Visual and Performing Arts. Send letter of application, curriculum vitae, one or two samples of scholarship or creative work, and three letters of recommendation to: Professor Penny Weiss; Women's Studies Program, Purdue University; 1361 LAEB, Room 2258; West Lafayette, IN 47907-1361 by *November 15.*

Women's Studies Associate Professor or Professor at Penn State. Specialist in feminist theory beginning August 1995. Send resume, syllabi and three letters of recommendation to: Susan Squier; Feminist Theory Search Committee; Box A, Penn State University; 13 Sparks Building; University Park, PA 16802 by *November 30.*

Program Director, Antioch Education Abroad: Comparative Women's Studies in Europe. Compensation based on a six month contract with appropriate benefits, travel and reasonable living expenses. Experience in women's studies, international programs, group travel, and conflict management, with Ph.D. preferred. Send curriculum vita, three reference letters, and letter of interest to: Women's Studies in Europe Program; Att: Idella J. Burmester; Antioch Education Abroad; Antioch College; Yellow Springs, OH 45387 by *January 5.*

Core Faculty for Ph.D. Program in Women's Spirituality at CIIS. Innovative Doctoral Program in Women's Studies at the California Institute of Integral Studies. Call Camille Leu, Program Coordinator, at 415-753-6100, ext. 284.

THE LITTLE THINGS



--from "The Politics of Reality," (1983), Crossing Press

Women on campus report that in addition to outright discrimination and pay inequities, it's the subtle, little things that wear on them and prevent their success: Not invited to lunch, asked to make coffee, addressed by their first names while their male counterparts are called Dr., asked to take the minutes, not to think.

Marilyn Frye, in this passage from "The Politics of Reality," (1983), talks about the effects:

Consider a bird cage. If you look very closely at just one wire in the cage, you cannot see the other wires. If your conception of what is before you is determined by this myopic focus, you could look at that one wire, up and down the length of it, and be unable to see why a bird would not just fly around the wire any time it wanted to go somewhere.

Furthermore, even if, one day at a time, you myopically inspected each wire, you still could not see why a bird would have trouble going past the wires to get anywhere. There is no physical property of any one wire, nothing that the closest scrutiny would discover, that would reveal how a bird could be inhibited or harmed by it except in the most accidental way.

It is only when you step back, stop looking at the wires one by one, microscopically, and take a macroscopic view of the whole cage, that you can see why the bird does not go anywhere; and then you will see it in a moment. It will require no great subtlety of mental powers.

It is perfectly obvious that the bird is surrounded by a network of systematically related barriers, no one of which would be the least hindrance to its flight, but which, by their relations to each other, are as confining as the solid wall of a dungeon.

WOMEN'S STUDIES CROSS-LISTINGS

Faculty: Please submit Spring 1995 courses to propose for cross-listing with Women's Studies by October 21, at the latest. We need your contribution. Call x2584 if you have questions.

This newsletter is published by the Women's Studies Program at the University of Montana. Our campus address is LA 435, and our telephone extension is x2584. Julia Watson, Director of Women's Studies, is writer and editor; and Colleen Hunter, Adm. Assistant, is writer and designer.

If you are not yet on our Women's Studies mailing list, and would like to be, please return to us:

Name:

Dept. or Address:

1045

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