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History of the Women's Studies Program at Denison, 1990

G. Wallace Chessman

Denison University

Lisa Ransdell

Denison University

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INTRODUCTION

This has been an enormously important year for Women's Studies and Black Studies at Denison. In celebrating the pioneering achievement of curriculum reform represented by passage of the Minority Studies/Women's Studies General Education Requirement ten years ago, Denison has both affirmed its commitment to diversity and recognized the contributions made by both programs to the institution overall. We can be justifiably proud in having been the first institution of higher education in the nation to pass such a requirement -- prouder still of the enormously successful model of cooperation that it represents.

The wide range of events scheduled this academic year in observance of the anniversary enriched the campus community immeasurably. From the opening convocation by Shirley Chisholm in September to the breathtaking performance in March by Sweet Honey in the Rock and everything in between, the intellectual, social and cultural contributions of women and African Americans were richly observed. Made possible by a grant from Acting President Sam Thios in 1988-89, the celebration featured an array of major speakers and performers as well as department-hosted colloquia. One event, however, stands out for its deep personal significance to many on campus. On March 8th, former faculty, administrators and students who were instrumental in the passage of the requirement returned to campus for the Founders' Day celebration. The day featured a Common Hour program by alumni Women's Studies and Black Studies students and leaders of the movement to pass the requirement. Lisa Pittenger, '85, Cathleen Shine, '80, Luther Tyson, '84, Deveonne Tyree, '79, and James Bell, '81, spoke movingly of their experiences ten years ago and reflected on how those experiences have been carried forward into their personal and professional lives today.

At a dinner later in the day other speakers like Tona Dickerson, '80, and former University Professor Naomi Garrett greeted the assembled group, and recently departed Women's Studies Director Margot Duley, always an eloquent and impassioned speaker, surpassed her greatest oratorical achievements as she lauded the great success of Denison's requirement. Director of Black Studies John Jackson and Acting Director of Women's Studies Lyn Robertson recognized the contributions of the many individuals who helped to pass the requirement and screened a slide show that recaptured some of the spirit of the time. The culminating event of the day was

an All-College Convocation with former faculty members Ann Fitzgerald, Chuck Henry, Joan Straumanis, and former Provost Lou Brakeman. Currently enrolled Denison students were deeply affected by the Founder's Day events as these journal excerpts from Lyn Robertson's students show:

"I was interested as soon as I sat down in my seat and watched the speakers (former Denison students) and present Denison professors rejoice with one another. They all looked so happy to see each other and it made me realize actually how proud Denison should be, being the first school who had this requirement."

"Hearing the stories of these faculty members made me proud of Denison for being open to change. With the students and the faculty backing each other important changes can be made for the betterment of Denison as a whole."

"I am looking forward to taking a Women's Studies course and/or a Minority Studies course. Who knows, maybe someday when I am long gone I can be invited back to Denison to speak about something that I was involved in, and be as proud of it as our speakers were."

"These people really got me excited about taking one of these courses. I am so thankful that there are such committed people in the field of education."

"Joan Straumanis inspired me to go out and be courageous -- to stand up for something I believe in, because more often than not, there are others who believe in the same things. They have definitely inspired me to take a Women's Studies course even if it wasn't required."

"This hour meant a lot to me. It really got me thinking how such a small requirement can really open the eyes of so many and make such a difference. Learning that the students played a major role in the beginning of this requirement shows that anyone can create changes. Denison has made such an imprint in the lives of so many -- not only the graduates and professors, but also the many other lives that the graduates interact with and help."

"Their interest and concern for their own education and the actions they took to enrich that education was inspirational. They made me proud of Denison."

"I now realize that education, when utilized properly, can bring about powerful and positive change even beyond the sphere of the institution itself."

This newsletter is a special joint issue of the Denison Women's Studies Newsletter and Amandla, a publication of the Center for Black Studies. The featured histories of the Black Studies and Women's Studies programs were painstakingly researched and written by History Department faculty member Jack

Kirby and University Historian Wallace Chessman. Both accounts also review the events leading up to and following passage of the requirement from the perspective of leaders in both programs. In addition, the text of the keynote address for the anniversary celebration given by Spelman College President Johnnetta Cole in February is also included. I hope you enjoy the newsletter and that the message it contains continues to be a big part of what makes our institution Distinctly Denison!

Lisa Ransdell, Women's Coordinator
April 24, 1990

HISTORY OF THE WOMEN'S STUDIES PROGRAM AT DENISON

The tenth anniversary of the inauguration of the Minority Studies/Women's Studies General Education Requirement for Denison students (beginning in 1979-80 with the class of 1983) surely gives cause for celebration this 1989-90 academic year. For insofar as can be ascertained, our college was the first institution in this country to include this significant area within its general education program. Oberlin went co-educational more than sixty-five years before Granville's Shepardson College for Women in 1900 became a coordinate part of our university, but in Women's Studies, Denison has been a leader within the Great Lakes Colleges Association as well as nationally. And Jack Kirby's insightful essay on Denison's Black Studies program well indicates how our efforts there over these past twenty years have also advanced interdisciplinary work generally on this campus.

Today Black Studies and Women's Studies have achieved the status of interdepartmental majors which include also Classical Studies, Educational Studies, French Area Studies, and Latin American Studies. Yet, as this survey of Women's Studies in particular will indicate, participating faculty and staff maintain a continuing interest in "mainstreaming," i.e., promoting greater attention in departmental courses generally to the past roles and increasing significance of women. They maintain a keen interest also in focusing upon societal patterns of sexual inequality, in examining the intersections between sex, race, and class, and in calling attention to the range of women's experiences, both on campus and in the wider society. They are, as these pages will attest, a most active group of dedicated individuals.

Initiation of the first interdisciplinary women's studies course at Denison is rightly attributed primarily to Ann Fitzgerald, who had come to Denison with an M.A. from the University of Wisconsin to be a full-time instructor in the English Department for the academic year 1972-73. Like so many others of her generation, she had read Simone de Beauvoir, Kate Millett, and Betty Friedan, and had been involved in "consciousness-raising" sessions as part of a women's study group. More than that, she had just participated in the design of the first Women's Studies Course offered at the

University of Wisconsin. So that fall of 1972, with her department's consent and the permission of a skeptical Academic Affairs Committee, she prepared to launch such a course here the next semester.

Ann found an eager ally in the philosophy department's Joan Straumanis, who from her first formal introduction to the faculty in the fall of 1971 had been typed as "a real feminist hell-raiser." She soon underscored that in a Faculty Luncheon talk of March, 1972 entitled "What Harriet Taylor Should Have Told John Stuart Mill," outlining a 14-point program for ending discrimination within the academy. In May, 1972, Joan cooperated with a local feminist consciousness-raising group that included Lyn McKenna and several faculty wives as well as a few college and high school students in celebrating the first Women's Day [later Week] at Denison, to the theme of Sojourner Truth's famed 1851 address at Marion, Ohio, entitled "Ain't I A Woman."

The existence of such a support group in the early 1970s surely testified to the reinvigorated interest in women's rights in that era, at Denison and elsewhere. As far back as the century's first decade, of course, our women students had begun to assume ever greater responsibility for the conduct of their lives in Granville. By the late 1960s that persistent effort had led to a full-blown demand for equal rights with men, including self-limiting hours and 24-hour visitation and car ownership privileges. Such a responsible call for "self-determination" largely achieved its goals in "The Year of the Student," as 1968-69 has been rightly dubbed. Beginning with the spring of 1968, moreover, the "Time for Change" agitation for a greater commitment to Black students also won its first victories with administration and trustees, presaging an even sharper struggle during 1969-70 over the newly organized BSU's "Demands" for the recruitment of 100 Black students and 10 Black faculty. By June, 1970, Denison was struggling seriously with the "Time for Change" objectives.

The hiring of four Blacks and eight women as faculty in this 1970-72 period thus revealed the college's commitment even before Ann Fitzgerald teamed up with Joan Straumanis to prepare for that first interdisciplinary Women's Studies course to be offered in the spring of 1973. That preparation called for directed studies in the fall of 1972 with a number of women students who would serve second semester as teaching assistants in group discussions

growing out of the weekly lecture session. Plans called also for open enrollment which would result in 120 students that spring, including 11 men, a satisfactory/unsatisfactory grading system which would offer a greater freedom for experimental assignments, a weekly graded seminar for the women students serving as "T.A.'s", and in the use of Kate Millett's Sexual Politics as the major text. Despite initial doubts expressed within the Academic Affairs Committee, ID 246 (now termed Women's Studies 101) would emerge that spring of 1973 as a durable foundation for the developing Women's Studies program.

Joan Straumanis so much enjoyed this team-teaching experience that she was especially pained when her "Annie" Fitzgerald left Denison in 1973-74 for the University of Missouri at St. Louis, supposedly "for good". But the Committee W composed of concerned women faculty that had been established that spring of 1973 soon came up with what Penny Van Horn termed a "positive action program" calling for the hiring of a full-time Women's Coordinator who would cover the ID course, have a departmental offering, and coordinate women's activities generally. And in the full search that followed, though Joan looked "at a lot of other people...I never thought anyone could do the job like Annie, so we hired her back in that position." Indeed, Joan remarked, "that was my most satisfying accomplishment."

Robin Bartlett meantime was keeping the new field active in 1974 with her initial offering of Econ 350 - "The Dual Labor Force: A Female Perspective." At the same time, Joan Straumanis served in September 1973 as panelist at a two-day conference at Notre Dame University on "Government, The Family, and Abortion" and led discussions second semester in a Granville First Baptist Church course on "The Place of Modern Women in Society." With Ann Fitzgerald's return on an administrative contract as Assistant to the Provost and Assistant Professor of English and Women's Studies, the ID 246 course continued in 1974-75 in its old two-semester format, but her principal administrative activity from 1974 to 1976 "was to research, write, and implement Denison's first Affirmative Action Plan and procedures." As a matter of fact, by 1975 Denison already was in a position to name her its first Affirmative Action Officer while appointing Juliana Lightle as Women's Coordinator with a budget to head up the Women's Resource Center (first in her Beth Eden office, then on the fourth floor of Slayter, and finally in its current first floor location in Fellows Hall). From that Center,

Juliana was to edit and publish Denison's Women's Studies Newsletter, maintain liaison with the GLCA program, coordinate the annual Women's Week observance and counsel/oversee the activities of various women's groups on campus. So by 1975, Denison's Women's Studies program was firmly established and prepared for rapid development.

From 1975 to 1979, locally as well as in GLCA and off-campus activities generally, Denison's programs registered significant progress. ID 246 continued to be taught regularly, while various departmental and January-Term offerings also developed, to the point where the English Department in 1978 made English 225: "Women in Literature" a permanent fixture. Within their 12-college Great Lakes consortium, moreover, Denison faculty and administrators took a leading role in establishing a Women's Studies Committee that planned annual conferences and obtained significant outside financing for important projects. And on campus, as the first Women's Studies Newsletter published in April 1976 well revealed, a host of activities in support of Denison women began to function effectively.

Ann Fitzgerald and Joan Straumanis continued to bear chief responsibility for the introductory ID 246, and they developed a strategy of organizing the course around various themes in order to preserve its freshness and their interest as instructors. Some of the course themes included Women in Groups and Subcultures (taught by Nan Nowik); Female Sexuality and Health Care; the Political Theory and History of the Women's Movement in the United States; Women in the Arts; Growing Up Female in America; and Autobiography and Oral History. Within departments and during January Term, moreover, at least one course was usually offered each semester that particularly studied women. English, history, economics, sociology/anthropology, psychology, political science, philosophy - the range of involvement widened appreciably, and in the English Department, John Schilb worked on research topics in the Women's Studies area with Nan Nowik. Indeed, by 1979 the Mathematics Department was addressing women's "math anxiety" in Don Bonar's summer workshop and a J-Term course planned by Andy Sterrett.

Within the GLCA, Ann Fitzgerald and Joan Straumanis had begun networking as early as the fall of 1974, and they were soon helping

to write programs for an initial Women's Studies Committee meeting of the 12-college consortium. Funds from the Lilly Endowment facilitated this and other faculty development projects, leading up to a GLCA Women's Studies workshop attended by sixty people (including seven from Denison) at Earlham College in March, 1976; there it was agreed to compile a GLCA Handbook on Women's Studies Resources, to hold a large GLCA conference in January 1977 for interested faculty and students, and to seek a major grant from the Fund for the Improvement of Post Secondary Education (FIPSE) to explore consortial cooperation in Women's Studies development. Receipt in September of that FIPSE grant (1976-1979) would support annual conferences as well as workshops, mini-grants for students/faculty, consultant services on course development, and campus evaluation efforts. And considering the key role of Denison faculty here, it seemed only right that Nan Nowik, newly an Ohio State University Ph.D. in March 1976, should be appointed a GLCA Faculty Development Fellow for 1976-77 to investigate "the problem of the reticent student, a large number of whom are women."

To San Francisco for the founding convention of the National Women's Studies Association (January 13-16, 1977) would go Ann Fitzgerald, representing the academic discipline of Women's Studies, and Juliana Lightle, Women's Coordinator. To the GLCA Women's Studies Conference at Rochester, Indiana (January 20-23, 1977), on "Critical Issues in Teaching Strategies, Curricula, and Personal Growth," would also go from each of the 12 colleges a delegation of up to ten women and men representing the faculty, administration and student body. Indeed, from this point onward, Denison would assuredly be a part of every significant off-campus development affecting the field of Women's Studies, not to speak of its role also as host, for example, for the first Women's Studies Curriculum Conference for all twelve GLCA schools on November 11-12, 1977.

Judith Elkin's 1982 history of the GLCA briefly summarizes further consortial activities in Women's Studies, including publication of a Resource Handbook in 1977 and 1978 (the most recent edition came out in 1989) as well as a GLCA Women's Studies Newsletter (1976 - 85), but of course it is Denison's own Women's Studies Newsletter (Vol. I, No. 1, April 1976 -), first edited by History Department faculty member Judith Laird and student Cathy Horyn, that best communicates the variety of activities associated with our Women's Studies program. Its two spring issues of 1976 thus detailed plans for "Women's Week 1976: Celebrating Women in

the Arts," announced visits by Kate Millett and Florence Howe to the Central Ohio area, told of Joan Straumanis's legal involvement stemming from her role as counselor to two Denison women students who had been raped,¹ and amid news of grants and conferences indicated that Denison Security would provide rides after dark and that a Whisler subcommittee was visiting women's residence halls to discuss services available at the campus hospital and at Planned Parenthood in Newark.

By 1979, Committee W's efforts had helped to secure adequate gynecological health care and contraceptive supplies for women students, while in the area of career and life-work planning Denison women had also made much progress. Three years earlier, in the fall of 1976, Patricia Somers had become Director of Denison's Career Planning and Placement Center where women students in particular had long sensed a need. Under her direction a Career Resource Library was established; links with the Women's Coordinator, the graduate school advisor and various concerned offices were made, and campus recruiting soon grew to include sixty public- and private- sector organizations holding 1400 interviews with 200 students (1978-79). In the spring of 1978, following an initiative by Ann Fitzgerald, Nan Nowik, and Provost Louis Brakeman, the Andrew Mellon Foundation awarded Denison a three-year \$132,000 grant aimed "to graduate competent and self-confident women students ready to move into responsible positions in all fields." With Mary Schilling as the new Mellon Grant Director, women students and faculty became actively engaged in the new programs which included sponsorship of 53 visiting women professionals (including alumnae), career exploration trips to places like New York City and Washington, D.C., women in science seminars, and conferences, mathematics workshops, and faculty career advising workshops.

¹In May, 1976, Dr. Straumanis was subpoenaed before a Licking County Grand Jury about two rapes she learned of while counseling the survivors. She was, at that time, threatened with criminal prosecution for withholding information regarding a felony, information which she considered confidential. These events were addressed in a 1977 January Term course on "Action Research and Women's Rights," in which Joan and two students, Susan Sutherland, '79 and Nancy Jackson, '78, drafted a bill designed to protect the confidentiality of rape counselors in the state of Ohio. With the support of the ACLU (who also defended Joan on the charge against her, which was eventually dropped) the bill was passed and signed into law by then Governor Rhodes in 1977. It still functions to protect the privacy of rape victim advocates in Ohio.

Throughout Joel Smith's presidency (1969-1976), the common goal had been to fashion a college environment "more sensitive and supportive toward minority needs...more mature in social behavior and more liberating in social perceptions." In Robert Good's first year (1976-77), moreover, a special Coordinating Committee on University Mission and Goals further explored ways to promote these objectives, while Ann Fitzgerald worked with departments to implement the new Affirmative Action policy, and the administration approved a slot for a second psychologist who would specialize in the area of human sexuality. However, a Black Student Union protest in April, 1977 over its allotment of DCGA funds, and then a Wingless Angels "unmasked dorming" in late May forecast difficulties ahead for both Blacks and women in the 1977-78 year.

First thing that September, 1977, Bob Good appointed a Special Presidential Task Force on Minority Concerns, yet events affecting women and Black students were soon overtaking deliberations. In early November a crowd of 20-50 men invaded the women's quarters in Curtis West and Shorney, shouting obscenities and breaking bottles. Then on November 15th, a Black student leader interrupted a formal debate on the Bakke reverse-discrimination case to read a long statement condemning white racism. Heated discussion that winter in Judicial Council deliberations on fraternity discrimination, on another Wingless Angels dorm incident, and of racism finally led a number of faculty/student groups including the Black Student Union and Women's Emphasis to join forces in support of a variety of remedial steps,² including adoption of the Academic Affairs Committee's proposed new general education requirement in Minorities Studies/Women's Studies.

A 40-student demonstration by these protesting groups outside Doane Administration Building on May 5, 1978, underlined their mood: "We want action now!" And within the University Senate meeting of May 8th, a petition signed by 151 students representing eleven campus groups (including PanHellenic Council and Interfraternity Council) called for passage of the new #382

²Abolition of the Wingless Angels, divestiture of Denison's South African holdings, establishment of a women's center, more health services for women, establishment of a security system "which protects students," and sensitivity training for "racist-sexist institutions (i.e., fraternities and sororities)." The other involved groups were the Denison International Students Association, Denison's Christian Fellowship, the Denison Jewish Community, and a newly established NAACP Chapter.

General Education proposal as "an essential, though only initial step toward creating...a Denison Community free of racism, sexism, and all other forms of human oppression." After lengthy debate and important amendments on May 15th, University Senate by a 21-6 vote did approve the following #382 requirement:

Every Denison student enrolled in a BA or BS program shall complete a course dealing primarily with some or all of the following:

"The nature and effects of discrimination against women and minority groups in America; the roles and significant contributions of women and minority groups in American society; the ways in which historical factors have shaped women's and minorities' participation in American life; the unique experiences, identity, and art that these important groups have contributed to American culture; and examination of the moral values central to these issues."

It was further provided that Academic Affairs Council would establish a representative faculty subcommittee to recommend the criteria by which courses would be chosen to satisfy the requirement and the courses which should be initially selected for approval by Council and Senate, such implementation to be reviewed by 1982-83, but to go into effect for the class of 1983.

For Women's Studies leaders, "the strong alliance with Black Studies" in support of this trail-blazing requirement had been of key significance. "There was agreement on the part of Women's Studies and Black Studies faculty that we needed courses that would emphasize the interconnections of racism and sexism, focusing on the major effects of discrimination" later asserted Ann Fitzgerald, and "we hoped that these courses would improve the quality of life for students at Denison." And then following up upon these initial faculty discussions, said Fitzgerald, "it was students who formally raised the issue in the Senate" and accomplished the measure's passage "through lobbying efforts to members of Academic Affairs and finally through a demonstration which really convinced faculty who were only half supportive of it that we should try the requirement."

Next year, an Academic Affairs subcommittee chaired by Philosophy's Phil Glotzbach had to consider carefully what would count as a #382 course. From Women's Studies, the introductory ID 246 naturally qualified, as did Economics 350 (Women in the Labor Market) and English 225 (Women in Literature). The rest of the fourteen courses eventually approved by Senate were in Minority

Studies, and more especially in Black Studies involving history, politics, English, religion, psychology, and sociology/anthropology, as well as ID 235 (first titled "The Nature of Black Studies").

The fall of 1979 marked the initiation of this new Minority Studies/Women's Studies requirement for entering freshmen, but in the meantime the Women's Studies program had recorded other significant steps. The female clinical psychologist with special counseling skills in human sexuality had begun her work, as had Mary Schilling as director of the three-year \$132,000 Mellon Grant program to enhance "New Career Opportunities for Women." In December, Denison hosted the GLCA's 2-day conference on Women's Studies curriculum development, and during second semester the well-known Florence Howe was a Visiting GLCA Women's Studies Scholar on campus. It was Florence Howe who, on February 21, 1979, joined Provost Louis F. Brakeman, a strong supporter of Women's Studies over the years in the ribbon-cutting ceremony for the new Women's Resource Center in Fellows Hall. In her vision of what the Center would become, said Women's Coordinator Nancy Nowik at this opening, "I see it as a lounge and study room, a referral service and a library, a place where we can exchange resources as well as be resources for one another."

In the ten years since, the conspicuous placement of the Center in the Fellows Hall lobby has indeed served as a focal point for Women's Studies activities. The Women's Resource Center is a Women's Studies library, containing many books, journals, magazines and other reference materials, and it operates as an important meeting place for the Women's Studies Committee, Women's Emphasis and other groups. Currently the center is also the daytime office for the Women's Studies/Women's Programs secretary and the base of operations for Safewalk, Denison's evening hours escort service.

The first milestone of the 1980's was the approval of Women's Studies as an official academic major in April, 1983. Another programmatic rite of passage was the establishment of an annual Women's Studies Prize competition in 1983 for the most impressive scholarly and creative student work in the areas of Senior Academic Scholarship, Essay, Creative Expression, and Feminist Activism. These were renamed the Nan Nowik Memorial Awards in Women's

Studies in 1988, in honor of English Department faculty and former Women's Coordinator Nan Nowik, who died in January of that year. In 1986 a Denison Alumnae Award was initiated and named for Grace Lyon, the first Shepardson College graduate (1889) to fulfill degree requirements at Denison (finally awarded in 1900). Through collective endeavor throughout this decade, Women's Studies developed and maintained a responsible administrative structure overseeing every aspect of campus life that might pertain to and promote women's interests.

As Denison's first Director of Women's Studies, Ann Fitzgerald continued to guide the program into the Eighties. By April 1982 those students wishing to specialize in this field could not only seek approval of an individually designed major (as two students had successfully done in 1981-82) but could also develop a minor consisting of at least six courses, four of which had to be from regular "Women's Studies" offerings in ID and departmental offerings, and two of which had to be from the areas of Black Studies, Latin American Area Studies, or other intercultural studies -- the reason being "the close relationship between the problems of women and those of other minority or disadvantaged groups." On April 19, 1983, this minor rose in status to a major with virtually the same range of offerings but requiring a minimum of 32 credit hours, 22 of them distributed among Women's Studies 101: Issues in Feminism (4 credits); Philosophy 275: Philosophy of Feminism (4 credits); Advanced Seminar in Women's Studies (2 credits); two courses in Minority Studies (8 credits) and WS 451 or 452: Senior Research (4 credits). The major had course offerings also in Economics, English, History, Political Science, Psychology, Religion and Sociology/Anthropology.

At Commencement in June, 1982, three women, Anne T. DeVault, Robin F. Flory, and Ellen B. Mandeltort, graduated with Minors in Women's Studies, and Lynne A. Greene graduated with a joint major in Religion and Women's Studies. Next year, Lynne K. Gruel minored in Women's Studies, and Grace Y. McDade and L. Suzanne Turner each completed an Individually Designed Major in "Women's Studies," the only graduates to do so. In 1984, Anne M. Gutenkunst and Wendy St. Phillip minored in Women's Studies, while Carey C. Tompkins combined Women's Studies in a major with Sociology/Anthropology. Later in the decade majors included Kathy Lewis, '86, double major in Women's Studies and Religion, and Kim Bartlett, '87, double major in Psychology and Women's Studies. The

number of minors has remained strong to the present time: 11 in 1987, 4 in 1988, 6 in 1989, and 7 in 1990. Additionally, a large number of students pursued "unofficial minors," taking a number of Women's Studies courses and serving as TA's in the introductory course. A credible number of these students have been among those recognized for high academic achievement, including a number of Presidential Scholars.

Women's Studies lost three key leaders in the early Eighties with the departures of Ann Fitzgerald (1972-1984), Joan Straumanis (1971-1983) and John Schilb (English, 1978-1983), but 1984 brought historian and former Michigan N.O.W. President Margot Duley to campus as the new director. An immediate priority for Margot and the Women's Studies Committee was to "mainstream" gender issues into regular departmental courses wherever possible.

This "mainstreaming" issue went back at least as far as the GLCA Women's Studies Conference that Denison hosted in November, 1977. In the 1982-83 evaluation of the results of the new #382 requirement in General Education, it was decided that the Women's Studies Director should devote more attention to working with departments upon "very concrete, specific suggestions for integrating Women's Studies into selected courses." And during Margot Duley's first year (1984-85) as Women's Studies Director (2/3 Women's Studies and 1/3 History), an important agenda item was "assessment of where various departments are in mainstreaming and strategizing ways of encouraging more."

At a special Women's Studies Committee meeting of September 19, 1984, there was "widespread support" for Nan Nowik's opinion that faculty needed further incentives that summer institute grants or release-time over January Term might provide in order to introduce more data on women into their regular courses. Both Provost Brakeman and President De Rocco were sympathetic to the mainstreaming principle, and in April, 1987 the Robert C. Good Fund helped finance the first mainstreaming seminar, led by Cynthia Fuchs Epstein on the state of gender analysis in the social sciences. Such funding for departmental seminars would be renewed in March, 1988. In April of 1988, the Formative Evaluation Research Associates (FERA) of Ann Arbor, Michigan, made a two-day on-site visit to Denison as part of its 10-college study (for the Ford Foundation) of selected Women's Studies Programs with regard to the relative success of their various mainstreaming strategies.

The FERA study ranked Denison "at the top of the ten schools participating in the survey with regard to the percentage of faculty using gender as a category of analysis in their teaching," Margot Duley announced in September, 1988. For the academic years 1988-89 and 1989-90, the Robert C. Good Fund would also supply \$3,000 annually toward Women's Studies Departmental Seminars, with a department like Philosophy also contributing \$300 toward its particular cost. By December, 1988, the Women's Studies Committee was beginning to focus upon what the FERA Survey had identified as "our greatest weakness, as is the case nationally,...in incorporating materials on women of color into our courses." To help remedy this, the Women's Resource Center had already acquired bibliographic publications on Women of Color, and Women's Studies organized joint faculty development seminars with Black Studies focusing upon the intersection of gender and race issues. One such seminar featuring writer Gloria Hull was held on February 18, 1988. A commitment was made by the two programs to continue such joint ventures, and the year-long celebration of the 10th anniversary of the Minority Studies/Women's Studies requirement funded through the office of Acting President Sam Thios (1988-89) represents additional collaboration in these areas.

* * * * *

Thus this "mainstreaming" effort has brought Women's Studies leaders once more to recognize their bond with Black Studies. At the same time, however, they have remained concerned about making their field more attractive in its own right to Denison students. Much thought has gone into ways to increase the visibility of Women's Studies students and alumni, and to attract more applicants for college admission who might be initially interested in Women's Studies courses. To these efforts, carried out chiefly since Margot Duley took over Ann Fitzgerald's position as Director in 1984, let us now turn.

Under Ann Fitzgerald's leadership, of course, a basic organization to handle Women's Studies concerns was in place. Beverly Purrington, assistant professor of Sociology/Anthropology, served one-third time as Women's Coordinator from 1980 to 1982, at which time Mary Schilling added Women's Coordinator (half-time) to her position as Affirmative Action Officer (half-time). In the fall of 1981, moreover, a Women's Studies Committee formally organized

with six "core members" and a rotating chair to meet at least monthly to oversee and develop the Women's Studies program generally. By the fall of 1982 that group in turn was forming subcommittees to choose Women's Studies-related speakers to be brought to campus under a new speakers' budget, and to supervise acquisition of journals and books for the Resource Center. Two student majors, Grace McDade and Suzanne Turner, were invited to attend full committee meetings, which by now had agendas set forth in advance.

Approval of a Women's Studies major in April, 1983, coincided with Ann Fitzgerald's suggestion that "a prize of some sort should be offered acknowledging the work of students in Women's Studies." Following discussion, a faculty subcommittee was selected to determine guidelines for awarding such a prize, and then another subcommittee to act as judges. Janet Shibley Hyde, Acting Provost (1985-86) generously financed the Women's Studies Prize out of her D.C. Heath Company book royalties from Half the Human Experience, and continues to do so even today. On May 16th on the lawn of Stone Hall on the Lower Campus, at a picnic sponsored by the Women's Action Group for all students and faculty involved in Women's Studies and Women's Programs, the judges announced that "after difficult and trying deliberation" they had chosen the work of both Sita Ranchod and Melissa Von Stade for the First Annual Women's Studies Prizes. The Commencement Program that year and each year since has carried these Women's Studies awards among Denison's "Endowed Scholarships, Prizes and Awards."³

Responsibility for administering and promoting the new major must have led Ann Fitzgerald to suggest in the spring of 1983 that a special brochure on Women's Studies/Women's Programs be prepared for use by the Admissions Office. But not until the fall of 1984 did Mary Schilling and Nan Nowik undertake to assist the new Women's Studies Director, Margot Duley, in this project designed "to attract Women's Studies students to Denison." At last in March, 1986, after broadening coverage to bring in "all programs of achieving women, including Women's Programs, Women's Athletics and internships," Margot had a brochure approved, financed, and ready for distribution by the Admissions Office.

³See appendix for full listing.

In the wake of Ann Fitzgerald's resignation as Director in February 1984, the Women's Studies Committee reorganized into a more formal elective body consisting of four people teaching Women's Studies courses, three not teaching such a course, the Women's Coordinator, the Women's Studies Director and one student to be selected. In the Fall of 1984 this enlarged "core committee" also agreed that in place of "chair-for-a-day," Margot Duley would regularly direct deliberations; in February 1985 she also began to attend meetings of Departmental Chairs. Criticism of the limit on attendance to these elected members soon would arise -- even though Women's Athletics received a permanent seat in May, 1985 -- and by the fall of 1986 meetings were re-opened to "any interested person." All in all, the Women's Studies Committee has provided the continuity of responsible supervision to Denison's program.

To raise funds among alumnae and to increase the visibility of Women's Studies among present and prospective students -- these were also early concerns of Margot Duley. So in 1984-85 there was not only a Women's Week in the Fall, but also a Women's History Week that spring. In 1985-86, Women's Studies not only sponsored its usual four colloquia to showcase creative activity and research in the Women's Studies field, but also conducted three publishing conferences (one led by Rutgers University Press editor Karen Reeds in October, the other two in February/March with several editors and authors leading discussions) to stimulate faculty/student interest. And for Women's Week in the Fall of 1986, it was decided to honor Denison alumna Edie Van Horn, '41, once a union organizer and the first female Shop Steward in UAW/ER history, a founder also of the Coalition of Labor Union Women and The National Women's Political Caucus.

Thus on September 25, 1986, Edie Van Horn returned to Denison to receive the First Grace Lyon Alumnae Award. It had been hoped that Gloria Steinem could attend this event honoring her mentor and friend, but due to illness, Ms. Steinem sent a tape to be played for Edie's introduction. At Van Horn's Common Hour talk in Slayter Auditorium, President Andrew De Rocco presented her with this new award named in honor of Grace Lyon, Denison's first female graduate. The Fall, 1986 issue of Denison Magazine, mailed to all alumni/alumnae, would give full coverage to the life and work of "Union Activist" Edie Van Horn '41.

In October, 1988, Barbara Furin Sloat, '63, biologist and first director of the Women in Science Program at the University of Michigan, became the second recipient of the Grace Lyon Alumnae Achievement Award, presented by Acting President Samuel J. Thios, prior to her Common Hour address on "Perspectives on Women in the Sciences." The Women's Studies Committee has continued to cultivate alumnae support through Alumni College participation by Denison's women faculty, and Denison Magazine has run feature articles on Astronomer Sandra Yorke, Economist Robin Bartlett, and Plant Ecologist Juliana Mulroy, all former or current Women's Studies Committee members. Through recommendations for alumni citations and honorary degrees, the Women's Studies Committee has been mindful of the need to highlight the role of Denison women in the larger community.

Since the late Sixties, the number of women faculty at Denison has risen significantly. The 1969-70 catalog listed seventeen women teaching full-time, and three part-time, with foreign languages and physical education being the prominent disciplines. By 1979-80, however, the thirty-four teaching full-time included five in English; three in Psychology; two each in Biology, Dance, History, Philosophy; and one each in Economics, Mathematics, Physics, Political Science, Religion, Speech Communication, and Sociology/Anthropology. And by 1989, with 52 female faculty members, the net loss of one woman in Philosophy⁴ could be balanced against the addition of two in Religion and one in Education, plus two more mathematicians, a research associate in Chemistry, a visiting lecturer in Art, and a number of new faculty members in Biology, Economics, History, Sociology/Anthropology, and Speech Communication. With English, Modern Languages and Physical Education maintaining their strong women's representation, Women's Studies/Women's Programs at Denison had a broad base of scholarly support.

Over the same period, the Women's Studies Director and the Women's Coordinator maintained their watch on the welfare of Denison women students. The Women's Resource Center in Fellows Hall became even more useful as Margot Duley pushed for more books and periodicals. Reference Librarian Joann Hutchinson worked with

⁴Even this "loss" had its compensation, for the key course in Philosophy of Feminism was now taught by Steven M. Vogel, also a member of the Women's Studies Committee.

student Karen Hall to produce a bibliography of holdings in Women's Studies after librarian Mary Prophet collaborated with Nan Nowik on researching and expanding library acquisitions in the field. Out in residence halls and sororities, Mary Schilling, in 1985-86, began to use an "acquaintance rape" tape to begin discussions, while in May, 1986, the first training sessions for Rape Victim Advocates were scheduled for staff and faculty. The next fall, alleged battering incidents on Denison's campus aroused much Women's Studies Committee discussion of possible responses, which Margot Duley and Mary Schilling then pursued with Lex Smith, Dean of Student Life, and the Student Life Staff as well as Committee W. Though no task force was appointed, Staff Counselor Chris Paisley did report to a Women's Studies Colloquium in May, 1987 on her research into "Outsiders' Responses to Incidents of Relationship Violence." The next fall, moreover, Safewalk was reorganized to make escorts available from the Women's Resource Center from 10:00 p.m. until 2:00 a.m. every night.

The year 1987-88 would witness a continuing concern for the Denison campus climate. Representing Denison on the GLCA Women's Studies Committee, Mary Schilling chaired a sub-committee drafting, implementing and analyzing a major GLCA survey of the quality of life for women students on the eleven coed campuses. In February, 1988, Margot Duley and new Women's Coordinator/Affirmative Action Officer Lisa Ransdell (1988-) conducted a faculty-meeting discussion of the findings from the Denison survey and Lisa chaired a task force addressing the problems of sexual harassment and sexual assault in the student subculture that met throughout the spring. When the Black Student Union's protest over a racial incident erupted in April, moreover, the Women's Studies Committee came out for "more Black Studies programming, and anti-racism training parallel to what is occurring for sexual harassment in the wake of the Campus Climate for Women Survey." In May, Judith Thomas of the Sociology/Anthropology department became the Women's Studies representative on the Task Force on Racism and Diversity sanctioned by the Board of Trustees to devise programs to cope chiefly with racism and secondarily with sexual harassment at Denison.

That same 1987-88 year witnessed the sorrowful loss of Denison's first released-time Women's Coordinator, Nan Nowik, in whose memory the Women's Studies Prize was renamed and expanded. 1988-89 would make a significant transition in the

Women's Studies Director post also. Margot Duley went on research leave second semester and Robin Bartlett capably filled in as Acting Director during that time. Clinical psychologist Marci McCaulay, formerly with the Psychology Department and now engaged in private counseling practice in Granville, took over Margot's teaching responsibility in "Women's Studies 101: Issues in Feminism." At the end of spring semester, 1989, Margot resigned to accept a position as Director of the Honors Program and Associate Dean of the College at the University of Toledo.

During the 1989-90 academic year, Assistant Professor of Education Lyn Robertson has graciously and capably served as Acting Director, also chairing the search committee for Margot Duley's replacement. Marci McCaulay was fortunately able to continue teaching Women's Studies 101. Continuity is well preserved elsewhere: Lisa Ransdell is still Women's Coordinator and Affirmative Action Officer (having taken over in 1987-1988 when Mary Schilling became Director of the Career Development Center), and Clare Green is entering her third year as the first part-time secretary Women's Programs/Women's Studies has been permitted to employ.

In the late Eighties Women's Studies and Women's Programs have changed in ways that are consonant with changes in the membership of the Women's Movement and in the organization of Women's Studies as a discipline nationally. The proliferation of feminist scholarship and the growing number of speakers dealing with women's issues resulted in the mainstreaming of women's programs at Denison, as Women's Coordinator Lisa Ransdell moved away from a yearly Women's Week observance to the integration of programs in various formats throughout the year. Another related trend is the activism of new groups around women's issues on campus. Members of the Denison chapter of 9to5, the National Association of Working Women, have attended the GLCA Women's Studies conferences, as well as holding conferences of their own through the GLCA Staff Network. Other events sponsored by this group include yearly Women's Health Month activities in September and librarian Mary Prophet's 1988 library exhibit on "Women in the Office." The student organization Women's Emphasis has included men as members since 1988, and in 1989 male students and faculty formed a men's support group to engage in examining the limitations of the male sex role and the relevance of feminism to their own lives.

Although fewer students identify primarily with the label "feminist," there is a great deal of activism on campus around a number of global women's issues, such as reproductive freedom. In April of 1989, Lisa Ransdell and Robin Bartlett organized a trip for 140 Denison students, faculty, staff, family members (including children) and friends to the March For Women's Equality/Women's Lives in Washington, D.C. Presently, women students at Denison are actively involved in other campus organizations that address inequality, such as the Black Student Union, the Central American Task Force, Amnesty International, and Outlook (formerly Gay and Lesbian Advocates at Denison). In 1988 students became part of Denison's Advocate Counselor network for the first time, completing extensive training to prepare them to serve as crisis counselors to victims of rape and sexual harassment. Denison's Greek organizations have begun an active collaboration with the Women's Coordinator and others to establish regular programming on topics such as sexism and rape prevention.

The selection of Annette Van Dyke as Denison's new Director of Women's Studies (to begin in the fall of 1990) is in part an indication that the paradigm for Women's Studies as a discipline is now centrally organized around the intersections of gender, race and class, for she brings a specialization in Native American Studies as part of her background in Women's Studies. The range of events scheduled in observance of the 10th Anniversary of the Minority Studies/Women's Studies Requirement demonstrates the broad, interdisciplinary focus of Women's Studies, the success of mainstreaming efforts on campus, and the productive collaboration between Denison's Black Studies and Women's Studies programs. The important and outstanding contribution of Clare Green to the work of the Women's Studies community can be seen in the smooth functioning of the Women's Studies/Women's Programs office and in the planning of conferences, colloquia, and other events.

Office workers, alumnae, trustees, administrators, faculty, students -- by the end of the Eighties, the concerns of Women's Studies/Women's Programs reached out to include them all. Within the GLCA and indeed nationally, moreover, Denison's leading role in this now established area is well acknowledged. Indeed, it is especially fitting that as this Tenth Anniversary year of the initiation of the Minority Studies/Women's Studies General Education Requirement proceeds, the college is still celebrating

the inauguration of its first woman President, Dr. Michele Tolela Myers. Surely the many efforts recorded in this survey -- and in Jack Kirby's companion study of the history of Black Studies at Denison -- will continue to have an ongoing role within President Myers' administration. Best wishes to all those involved!

G. Wallace Chessman, author
Additional text: Lisa Ransdell