GOT AN INTERVIEW?

DON'T SHOOT YOURSELF IN THE FOOT! Now is the time to start honing up your self-image for the all important job interview you've finally landed. See if you can figure out what the candidate is doing wrong in the following (sadly, real) example:

Q. What new things are you doing in your teaching?
A. I am not doing anything really new: just the classic methods and canon.

What is she doing wrong?
- He has asked what she is doing new, but she has disrespected him by denying the value he places on newness.
- She is telling him that she is not the person he wants.

Q. What is your training in this field?
A. Well, of course I have no actual training in that field, even though I have a lot of experience teaching it.

Our candidate has done it again: how would you make this go better?
GOT AN INTERVIEW (continued)

Most importantly: Leave Your Self-Doubts at Home. Then,

- Be sure you have thoroughly researched the catalogue of the institution interviewing you, taking note of the course descriptions in your department, the names of the professors, the kind of research the particular professor who is interviewing has conducted so that you can ask her or him informed questions.
- Call up the professional self that you know and admire. Rehearse talking about your strong points, in front of the mirror, if this helps. Practice talking about your future research plans, your most successful teaching experiences, conferences where you have given a well-received paper.

GOOD LUCK!!

BAD MENTORING ALERT

We have heard that mentors have been telling graduate students and junior faculty that it is all right to promise papers for “less prestigious” conventions to get their names in the program, and then not write them or turn up! This practice can be fatal for your career: your panel coordinator is not going to forget such unprofessional behavior if your name comes up for a job!

KNOWLEDGE IS POWER

Keep up with new books to help you figure out strategies for getting ahead in academe.

*Arming Athena: Career Strategies for Women Academics,* by Lynn H. Collins, Joan C. Chrisler, and Kathryn Quinn, tells you how to make your way through the minefields that are found in the academic professions. The authors tell you about institutional pitfalls, advise you on how to handle difficult situations, and provide personal accounts as examples of how to take charge of your career.

Order from Sage Publications, Inc. 2455 Teller Road, Thousand Oaks CA 91320-2218 $52 cloth, $24.95 pbck +$2 handling. Visa or Mastercard.

*Antifeminism in the Academy,* ed. Clark, Garner, Higonnet and Katrak, uncovers all those hidden agendas that result in women being kept back in academe. Order from Routledge. $17.99 pbck.

*Poisoned Ivy: Lesbian and Gay Academics Confronting Homophobia,* by Toni A. McNaron, brings a veteran feminist’s perspective to bring together 15 years of Lesbian and Gay Professors’ experiences. Order from Temple University Press in Philadelphia, $54.95 hardcover, $19.95 pbck.
FACULTY MOMS: HOW DO THEY DO IT?*

Women faculty members with young children at the University of California at Davis share their experiences in a new booklet, Academic Careers and Babies: Having Academic Career and a Baby at UCD.

The booklet, which could be a model for similar publications elsewhere, arose after a faculty member who tried to find out what happened when women used the university's childbearing leave policy, discovered there was no "normal" arrangement. The detailed accounts of 19 women's determined efforts to rationally manage unpredictable events are candid, poignant, and sometimes humorous.

Chapters such as "Tenure Clock" "Twins!" "Normal?" "Adoption" and "Single Parents" describe the difficulties faced by the women and offer recommendations for improvement. A summary of the university's policy relating to childbearing and parenting also is included.

Several themes emerge from the stories: the wide discretionary power of department chairs to decide the length and nature of a woman's leave time; the variability among the women in their expectations and requests; the discrepancy between what they asked for and what their departments were willing or able to accommodate; the inconsistencies in the way childbearing leave policy was interpreted; and the particular vulnerability of untenured women.

To obtain a copy of the 30-page booklet, send $2 to the Women's Resources and Research Center, University of California at Davis, Davis, CA 95616. It is also available on line at http://www.ucdavis.edu/babybook

*This article was provided by About Women on Campus, newsletter of The National Association for Women in Education; it can be purchased for $30/yr (individual) and $50/yr (institution) from About Women on Campus, 1325 18th St. NW, Suite 210, Washington, DC 20036-6511. Checks should be made out payable to NAWE. Mastercard and Visa accepted.

NO WOMAN IS REQUIRED TO BUILD THE WORLD BY DESTROYING HERSELF.
Rabbi Sofer 19th Century
VICTORY AT GENESEO

FEEL GREAT, CLEANSED, AND VERY EMPOWERED, wrote Randy Kaplan, who has been waiting for her day in court against SUNY -Geneseo for six years; "the trial itself was truly an empowering experience for me."

After years of working in a non-academic job while her case was pending, Randy won her back pay, legal costs, lost benefits, and, most importantly, reinstatement as a Professor of Theater and Dance.

The Academic Task Force of NWSA supported Randy’s suit under the 1964 Civil Rights act and the New York State Human Rights Law. We were founded in 1981 to help women educators and administrators (especially those associated with women’s studies programs) who are victims of discrimination on the basis of gender, race, ideology or sexual orientation.

We meet annually at the convention of the National Women’s Studies Association.

Join the Task Force and Receive

The Strategist:

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$5 untenured
$10 tenured
Mail to Annis Pratt
1056 Larchlea Drive
Birmingham, MI 48009

“Listen carefully to those who know more, whether simple folk or polished intellects, learn from rather than internalize criticism, develop allies, then speak truth to power.”

Lani Guinier, Lift Every Voice

WEBs FOR SISTERHOOD

For full length bibliographies including “The Glass Ceiling,” “The History of Women and Science, Health and Technology,” “Information Technology and Women’s Lives,” “Mentoring Women in Higher Education” and lots more, go to the University of Wisconsin System Women’s Studies Librarian’s Office at
http://www.library.wisc.edu/libraries/WomensStudies/

For help with sex discrimination issues in California, go to the WAGE (We Advocate Gender Equity) site at
http://www.wage.org

Send us your conundrums and tips. If you are not using a university computer, you can write gb5682@wayne.edu, but never use office email for anything you wouldn’t want your chair or tenure committee to read: they can!!