AS AN AFRICAN AMERICAN FACULTY MEMBER I CAN'T FIND TIME TO GET MY WORK DONE!

“There are minority students lined up all the way down the hall during my office hour, and they call me at home all day and night demanding that I mentor them!”

African American faculty come up against tremendous pressure from students seeking support and role models. Women find it especially hard to turn students of color away, even though too much time spent advising cuts down our chances for tenure.

In addition, there are so few minority faculty on campus that they are placed on too many committees as tokens (a stressor in and of itself), which cuts down further on time for research and course development.

Even more insidious is the factor of “beleaguerment,” by which “Ethnic and other subordinate groups are typically given the less-valued and less-desirable tasks and assignments as well as a smaller share of the available resources. (Continued on page 2)
**BELEAGUERMENT**

refers to the additional demands on women in academe, such as time devoted to teaching, advising, representing women on various committees, and duties related to home management and their role as mother.**

**HOW TO FIGHT BELEAGUERMENT**

- Remind yourself and your students that you will be of far more use to them if you achieve tenure than if you have to leave the campus because of an overload of advising.

- Explain your professional goals to the students (this is good role modeling in and of itself), then ask them not to call you at home, and rearrange your office hours on a signup basis so that you can see as many of them as possible there.

- For committee assignments, we suggest that junior faculty (especially minority ones) should find out (ask colleagues at your rank) what the normal committee load is and then limit such service by saying "I expect a normal committee load the same as other junior faculty, so that I can carry out my research."

It would be even better if you negotiated your committee load during your job interview. (See next page)

FINDING AND NEGOTIATING YOUR JOB

If I am not for myself, Who will be?
If I am only for myself, who am I?
If not now, when? Hillel

ON THE MARKET: SURVIVING THE ACADEMIC JOB SEARCH


"Indispensable reading for graduate students and recent Ph.D.'s, the essays in this collection illuminate the practical- and personal- aspects of the current employment crisis in higher education. The thirty-seven contributors, who represent a wide variety of disciplines, mainly in the humanities, share their personal experiences in looking for entry-level jobs in the academy, coping with the stresses of the job search, and reassessing - and revising - career goals when jobs fail to materialize."
• The application process.
• Academic conferences and interviews.
• The aftermath of the job search.
• Identity politics.
• Balancing the personal and the professional.
• Different paths and alternate careers.

AFTER THE OFFER, BEFORE THE DEAL: NEGOTIATING A FIRST ACADEMIC JOB

Article by Chris M. Golde in Academe (January-February 1999)

"ONCE A JOB OFFER IS MADE, ONE LARGE TASK REMAINS," writes Golde, an assistant professor of educational administration at the University of Wisconsin-Madison, which is "negotiating the terms of the position. As a successful candidate, you can express enthusiasm, joy, and even gratitude. Just don't say 'yes' right away. You need time to collect your thoughts, clarify the details of the offer and gather more information. Then you must evaluate the offer in terms of your priorities, negotiate for what you want, and determine whether the final offer is acceptable."
• "Figure out what you need to be maximally productive, and establish what you can get by on. Ask for the former, settle for the latter."

(Continued on page 4)
Gather information:
"Asking for information signals that you are a confident professional who does her homework."

Negotiate for Salary:
"Searching for a job (and the waiting game that follows) is unlikely to leave you feeling empowered and confident. But once an offer has been made, the power balance shifts in your favor... whatever you are offered, ask for more."

You should also negotiate for:
Moving Expenses
Housing
Health Care
Appointments of Spouses or Partners

You may correspond with the author, Chris M. Golde, at cmgolde@facstaff.wisc.edu or access the complete article at http://www.education.wisc.edu/edadmin/faculty/Golde/offer.html

WEBS FOR SISTERHOOD

National Women's Studies Association:
http://www.nwsa.org

National Organization for Women:
http://www.now.org

American Association of University Women:
http://www.aauw.org/

The Midwest Women's Caucus of the Modern Languages has generously provided a link so that you can send in your queries and receive help and advice from The Academic Discrimination Advisory Board by email.

Having said that, send us your tips and tactics, puzzlements and queries, to ab5682@wayne.edu and check out our link

http://facstaff.uww.edu/looserd/MWCML/strategist.html

For all kinds of Feminist Action news, including Action Items, Feminist Career Center, Feminist University Network, Feminist Research Center, and lots more useful stuff,

Go To the Feminist Majority Foundation on line at:

http://www.feminist.org

or email to:

femmaj@feminist.org
FEMINIST SCHOLAR'S GENDER BIAS SUIT

We trip ourselves up far too often by our innocent presumption that academe is governed by reason, so that if we do our work well, we will be promoted. Statistics gathered by the American Association of University Professors demonstrate that there has been little or no overall advance for academic women since 1976, with the large majority of us concentrated at non-tenured and adjunct levels.*

We must keep alert to academic sexism and meet with each other to analyze it and strategize against it.

Although we have developed The Strategist to address ways to prevent discrimination, the Academic Discrimination Advisory Board of NWSA was founded in 1981 primarily to help women already in court against universities, especially those of us who are held back because of our contribution to scholarship on women. Our most recent donation has been to help former Assistant Professor Margit Stange in her tenure denial lawsuit against the U. of California, Davis Department of English. An Academic Discrimination Advisory Board member commented,

"Her qualifications and supporters are so strong... if she doesn't win, what women's studies professional is safe?"

Stange is a feminist scholar and author of Personal Property: Wives, White Slaves and the Market in Women (Johns Hopkins Univ. Press). Her 1996 tenure bid was supported by half her department members, the overwhelming majority of external reviewers, and the campus review committees; but, Stange charges, her promotion was blocked by eight English Department members who have been the subjects of a previous sex bias complaint and numerous administrative reform mandates.

Stange's federal complaint charges that gender bias, hostility to feminist scholarship, backlash against mandated hirings of women and feminists, retaliation for her advocacy of gender equity, and ageism motivated her opponents.

With her Oakland, California attorneys Gary Gwilliam and Molly Harrington, Stange is demanding reinstatement with tenure, compensation and attorney's fees.

Due partly to Stange's lawsuit, the Davis English Department leadership has been changed, with a feminist woman now chairing. By bringing public awareness to the evidence of gender bias, Stange hopes to force campus administrators to protect women from bias.

Supporters are urged to add their names to a petition asking University of California President Richard Atkinson, of Oakland, California, to set up an objective review of Stange's case.

An email petition is available at the Support Committee Website: www.stangesupport.org, where Stange has posted legal documents, statistics on academic gender bias, campus reports about longstanding gender problems in the Davis English Department, student and faculty support letters, newspaper articles and more. The Stange Support Committee can also be reached at 510-527-4332.

MIT ADMITS BIAS AGAINST WOMEN PROFESSORS
From the Detroit Free Press March 23, 1999:

"I have always believed that contemporary gender discrimination within universities is part reality and part perception," the university's president, Charles Vest, said Monday, "True, but I now understand that reality is by far the greater part of the balance."

Carey Goldberg, in the New York Times, introduced a report which demonstrates that women faculty at MIT suffer from "a pattern of sometimes subtle - but substantive and demoralizing - discrimination in areas from hiring, awards, promotions and inclusion on important committees to allocation of resources such as laboratory space and research money."

NWSA TO CONVENE IN ALBUQUERQUE
The National Women's Studies Association will hold our 20th annual conference this year from June 17-20 at the Radisson Hotel and Conference Center in Albuquerque, New Mexico. For conference information use the NWSA website (p. 4) or email Diana Scully at dhscully@vcu.edu

ACADEMIC DISCRIMINATION ADVISORY BOARD SESSIONS IN ALBUQUERQUE:
1. How to Work the System: Tips and Tactics for Women Faculty. Friday, June 18, 9.30 10.45

2. Economics, Feminism and Higher Education. Friday, June 18, 2-3.15
To Join the Academic Discrimination Advisory Board and Receive The Strategist:

Name: ........................................
Address: ......................................
..................................................
..................................................
..................................................
..................................................
$5 untenured
$10 tenured
Mail to Annis Pratt
1056 Larchlea Drive
Birmingham, MI 48009
Please Renew if it's been a year!
You may order Back Issues with the Following Topics by Sending a Stamped Self-Addressed #10 Envelope to the address above.
Circle dot by your choice(s)
• What to do about backlash when women faculty complain about sexist behavior
• Help! Male students in my class are acting up!
• How to get published - books.
• New on job? Lie low!
• How to get published - articles.
• Asked to direct? Don't!
• You need a mentor!
• Negotiating your salary.
• Got an Interview?
• Faculty moms.