

The History of James Madison University

Faculty Women's Caucus

1973-1984

Rose Mary Rummel
Dorothy Boyd-Rush
Elizabeth Neatrour
Judith Blankenburg
Crystal Theodore, chair
Patricia Bruce, ex officio

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1. The first part of the document
 2. describes the general situation
 3. and the main objectives of the
 4. project. It also mentions the
 5. names of the participants and the
 6. dates of the meetings.

7. The second part of the document
 8. contains a detailed description of
 9. the methods used in the study. It
 10. explains how the data was collected
 11. and how it was analyzed.

12. The third part of the document
 13. presents the results of the study.
 14. It shows the data that was collected
 15. and discusses the findings.

16. The fourth part of the document
 17. discusses the conclusions of the study.
 18. It summarizes the main findings and
 19. suggests some directions for future
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The Beginning
Crystal Theodore

What eventually became the James Madison University Faculty Women's Caucus began with a telephone conversation I had with Frances Cavanaugh one Sunday morning in the summer of 1973. Neither of us can now recall the specific article in the Washington Post that ignited our anger, but we agree that we were prime tinder for the very smallest of inflammatory statements. The article was most probably an account of something pertaining to the inequities between women and men in Academe: salary, rank, promotion policies, and the like. Madison College (now James Madison University) was no worse than most other colleges, but it was unfortunately no better, either.

Before my conversation with Frances Cavanaugh ended, I - always an activist - had decided that something had to be done as soon as possible about the status of women faculty members at Madison College. None of the reasons for my own resentment will surprise my women friends, since they have been passengers in the same boat. I had been assigned to as many as seventeen committees, standing and ad hoc, in one academic year with no regard for my heavy teaching and administrative duties; and, time after time, I had seen my ideas passed over when I presented them, only to hear

those same ideas enthusiastically accepted when later articulated by a male colleague. Moreover, all through my career at four colleges I had been informed that my salary would "of course" be lower than those of my male counterparts because THEY had families to support. Repeated efforts to point out that almost all women were supporting someone other than themselves and some men were unmarried and would remain that way fell on deaf ears. My attitudes earned me a reputation as a feminist but, in truth, I have generally concurred with Rebecca West, who wrote in The Young Rebecca: "I myself have never been able to find out what feminism is. I only know that people call me a feminist when I express sentiments that differentiate me from a doormat or a prostitute."

Frances and I further agreed that we had to work on weekends instead of hunting or golfing or skiing or fishing as our male colleagues did. Were we so inept that we could not get our work completed without "overtime"? No. We simply had more work and we could expect less flexibility if we were late in meeting our deadlines. No good-old-boy excuses and no good-old-boy networks were around for us.

Additionally, like all women in Academe, we had large professional gaps to cross and one of the widest was simply not being "in on things." In an article in Realm entitled "Liked or

Respected - Which?" Gladys Blair remarked: "A career woman must depend often on information doled out by her male co-workers, when they get around to the doling. She has to arrive at the right answers by piecing scraps of information into a meaningful design."

Consequently, on that Sunday morning, Frances and I laid out the first steps for setting up a good-old-girl network which could offer support and strength to the women on the faculty at Madison. After due consideration, we made up a list of friends whom we invited¹ to an organizational meeting, and the rest - as they say - is history: this history.

¹See Appendix A.

September 1973 - May 1974

Rose Mary Rummel

The very first official meeting of the "Madison College Faculty and Administrative Women" was held on the Madison College campus on 15 October 1973. Dr. Patricia Bruce, one of the "founding five," called the meeting to order. There were thirty-eight members present.

The first order of business was the election of officers. The following were elected to serve as the first officers of the organization:

President: Rose Mary Rummel

Vice-President: Fay Reubush

Secretary: Marilyn Lazorack

Treasurer: Marian Emerson

The major purposes of the organization were then discussed. They included the need: 1) to encourage the administration to make more effective use of the abilities of women faculty members and women administrators; 2) to promote opportunities for the advancement of faculty women and women administrators; 3) to pool resources to aid search committees in finding qualified women for

positions; and, 4) to collect data to show that "what we think and feel is a fact!" The general consensus of the group was that, in pursuit of these goals, we would not be militant, but we would be very assertive and forceful.

Three committees were established on this occasion: The Search Committee; The Women on Madison College Campus--the Present Status Committee; and The Constitution and By-Laws Committee. They thus rank as the oldest of our committees. Others would soon follow.

The Search Committee's main charge was to compile a list of qualified women which was to be made available when the administration was attempting to fill vacant and new positions on campus. The list was to be submitted to department heads and departmental committees as needed.

The main function of the committee designated as "Women on Madison College Campus - the Present Status" was to collect data on such things as salaries, rank, years in service to the college, years in service at the present rank, et cetera. This data was intended to be used to demonstrate to the administration that women at Madison were not being promoted at the same rate as male members of the faculty; that they had more years in service at the same rank than men before they were finally promoted; that there was a wide discrepancy in salaries between the sexes at all levels; that women were not being interviewed for administrative positions, et cetera.

The Constitution Committee presented a final draft of the constitution of the organization at the December meeting. With a minimum of revisions, our first constitution² was accepted. The official name of the organization became "The Faculty Women of Madison College."

During the remainder of the academic year, the primary work and achievements of the organization were accomplished by its standing committees. Some of the highlights of the committee work and that of the group as a whole include letters sent to department heads, informing them of our willingness to help departmental search committees locate qualified women to fill vacancies and/or new positions; messages in support of the Equal Rights Amendment (ERA) sent to all area and state legislators; a formal reception held in honor of the female members of the Board of Visitors, who from the first have been regarded as honorary members of "The Faculty Women of Madison College"; and election of new officers for the 1974-1975 academic year.

²See Appendix B.

September 1974 - May 1975

Crystal Theodore

"The Faculty Women of Madison College" had as their elected officers in September of 1974 the following individuals:

President: Crystal Theodore

Vice-President: Marilyn Crawford

Secretary: Elyn Feldman

Treasurer: Ruth O'Gorman

The pursuit of the goals of the previous year continued. In addition, many new tasks were undertaken.

The first of the annual breakfasts in honor of the women members of the Board of Visitors was held in November. Many deemed it a notable success.

This year the Search Committee was chaired by Nancy O'Hare, and it formulated, as intended, a list of qualified candidates as well as a list of sources of women candidates for faculty positions. This information was made available to the administration. The claim that qualified female applicants could not be located for faculty positions was thus largely put to rest.

Rose Mary Rummel, who chaired the Status Committee, completed a status of women survey which indicated, among other things, that the number of women on the faculty dropped this year from 33% to 25% and that their salaries were lower than those of their male colleagues. Moreover, women faculty members were not chairing college committees in proportion to their number and tended to remain in rank longer before being promoted than their male counterparts. Indeed, what women had long suspected was proven to be true. As a result, Marian Emerson was asked to head our newly created Women's Center³, which was established to pursue action for academic equality on several fronts.

In an attempt to widen the scope of the women's network we were building, we sought out organizations which had on-going programs pertaining to women in Academe. It was ultimately decided that we should seek support and information from Committee "W" of the American Association of University Professors (AAUP) and from the American Association of University Women (AAUW).

In January of 1975, the Constitution was amended to add another committee: the Committee on the Concerns of Women (subsequently the Resource Committee). The committee's first charge was to plan a Women's Symposium for the fall of 1975. Marian Emerson was appointed chairman. In 1976, the Program Committee, the Membership Committee, and Affirmative Action Committee brought the total number of committees to six.

³ See Appendix C.

As a result of work with a college committee chaired by Sidney Bland of the history department, a joint proposal was submitted to the administration to start a Dolley Madison lecture series in conjunction with a fall convocation. The convocation was intended to mark the contribution of Madison College to the education of women in the Commonwealth of Virginia and in the nation. The speaker was to be a woman. In the end, Dr. Carrier disapproved the name but endorsed the idea.

A three-year survey (1973-1974, 1974-1975, and 1975-1976) conducted by Rose Mary Rummel was attached to the minutes of 8 May 1975 indicating salary levels by rank, with no attempt made to define it further by sex. That dimension would, however, be pursued in all future Affirmative Action surveys.⁴

The name of the organization was officially changed to "The Madison College Faculty Women's Caucus" on 8 May 1975. Dr. Patricia Bruce introduced the motion in favor of the change. It passed with ten in favor, three opposed, and four abstaining. The reason for the division was that some of the members thought that the word "caucus" sounded confrontational and somewhat political. They further feared that it might seem offensive to the administration and, therefore, prove to be counterproductive.

⁴ See Appendix D.

September 1975 - May 1976

Crystal Theodore

For the coming year the officers consisted of:

President: Crystal Theodore

Vice-President: Marilyn Crawford

Secretary: Naomi Mills

Treasurer: Ruth O'Gorman

The newly elected members of the board were Patricia Bruce, Pauline Council, Marilyn Crawford, Marian Emerson, Naomi Mills, Ruth O'Gorman, Patricia Stone, and Crystal Theodore.

The membership grew this year thanks to the success of the membership drive which culminated with the membership meeting on 6 October. Invitations had been sent to all women faculty members.

Carrying on in the now traditional way, on 1 November 1975, the annual breakfast honoring the women of the Board of Visitors was again held and was again a success. It was a buffet at the Sheraton.

Dr. Ronald Carrier gave approval to a lecture series featuring women lecturers, and first in what would become the Annual Dominion Lecture Series⁵ took place on Friday, 21 November 1975. It was most fitting that a lecture series which was intended to honor outstanding Virginia women should be the culminating event in a week-long series of events at Madison College entitled "Images of Women and Men," celebrating the International Women's Year [17 November 1975-21 November 1975]. The president of The Madison College Faculty Women's Caucus, Crystal Theodore, had in fact chaired the IWY's Planning Committee at Madison. The first Dominion Series lecturer was Ruth H. Osborn, Dean of Continuing Education for Women at George Washington University. She was appropriately introduced by Marilyn Crawford. Dr. Osborn was also named "Outstanding Virginia Woman of the Year."

Crystal Theodore, the Caucus president, was invited to meet with department heads at a college luncheon to report on the contributions that the Caucus had made in locating women applicants for faculty positions for 1976-1977. Her report was well received.

⁵See Appendix E.

The Caucus worked very hard to implement a mail-campaign in support of ERA, with lists of names and addresses of legislators being supplied to all interested persons. This activity and others were coordinated as much as possible with the activities of the local branch of the AAUW.

As its goals for the following year, the Caucus agreed to stress: 1) support for ERA, 2) recruitment of members, 3) selection of a woman as the commencement speaker, and 4) necessary revision of the constitution.

Summary committee reports for the year included:

1) Search Committee: Polly Council, chairman. Twenty faculty vacancy notices were received from department heads. Copies were sent to HERS for publication. Recommendations were made that the committee should attempt to secure information about vacancies earlier in the future and should continue to press for information about administrative openings. During the discussion that followed the committee's report, the Caucus unanimously agreed that a request should be made to the administration for a new Affirmative Action Officer, since Dr. John Mundy had been notably unresponsive.

2) The Status of Women Committee: Rose Mary Rummel, chairman. The committee had earlier distributed faculty summaries which had

been broken down by department and by school. During the discussion that ensued, it was unanimously decided that a follow-up letter should be sent to Dr. Mundy since no response had been received from him regarding the committee's letter, which had been sent to him seven weeks earlier. The follow-up letter advised him that, without his response, the committee would be forced to assume that its findings were accurate and that they could, therefore, be forwarded to the member of the Board of Visitors who had previously requested information.

3) The Resources Committee: Marian Emerson, chairman. The committee presented a guide from North Texas State University for a Center for Women and requested consideration of it by the Caucus with special attention being given to: 1) the objectives for such a center; 2) a workable flow chart; and, 3) the responsibilities of those involved. Fay Reubush moved that the committee be authorized to study ways of adapting the model to Madison College. The motion passed unanimously.

At the end of the year, the membership stood at 35 and the dues had been increased from \$2.00 to \$5.00 per academic year. The Caucus was experiencing both growth and inflation.

September 1976 - May 1977

Elizabeth Neatrour

For the next academic year, the officers were:

President: Elizabeth Neatrour
Vice-President: Marilyn Crawford
Secretary: Naomi Mills
Treasurer: Marian Emerson

The committees for the coming year were to be chaired by the following: Nancy O'Hare, Program; Crystal Theodore, Search; Beverly Silver, Status of Women; Ruth O'Gorman, Resources; Pauline Council, Affirmative Action; and Barbara Fox, Membership.

Although the major concern of the Faculty Women's Caucus during the 1976-1977 period continued to be the status of women on our own campus, the programs at our meetings and the activities of Caucus members extended well beyond Madison College to the city, the county, the state, and the nation. State and nationwide legislation pertaining to the ERA was a salient concern for both my years in office.

Following the September 1976 reception welcoming new faculty and staff, the October meeting centered around goals for 1976-1977 and committee work. The officers and the chairmen of the committees outlined their work.

The Caucus adopted these goals: 1) a continuing endeavor to seek the appointment of women to collegewide committees and to positions as heads, deans, and vice-presidents; 2) the presentation of the annual Dominion Lecture and the Outstanding Woman of Virginia Award, intended to honor two different women; 3) the appointment of a representative to the Congress of Women's Organizations; 4) active support of ERA legislation; and 5) a breakfast in November honoring women members of the Board of Visitors.

The featured speaker at the 1976 Annual Dominion Lecture was Bonnie Angelo, the Washington Bureau Chief for Time, Incorporated. The reservation list shows that approximately 95 people attended the banquet at 6 P.M. on 20 November 1976 in Chandler Hall. Some 145 people heard Bonnie Angelo's analysis of Jimmy Carter's presidential campaign from her vantage point as a reporter assigned to the Democratic candidate. The "Outstanding Woman of Virginia" award was presented to Delegate Dorothy McDiarmid of Northern Virginia, who had been a member of the General Assembly for many years. She was very influential in sponsoring bills intended to improve the life of children in Virginia. Following the address and the presentation of the award, a reception honoring Mrs. Angelo and Delegate McDiarmid was held at my home. After it was over, the members agreed that the format used for both the banquet and the presentation were so successful that they should be used for the 1977 ceremonies as well.

During this year, fellowship continued to be an important goal of the Caucus. Thus, the group held four meetings in homes: the annual Christmas party with Marilyn Crawford and Crystal Theodore as hostesses; the February meeting with Helen Swink; the March meeting with the Caucus president; and, the end-of-the-year picnic with Marilyn Crawford and Rose Mary Rummel.

At the end of the year, the committees reported these accomplishments: 1) The Resources Committee had compiled and made available a brochure designed for women students who were returning to college to continue their education, i.e., the Bachelor of General Studies degree. The brochure had been distributed successfully through such channels as the Welcome Wagon, libraries, doctors' offices, and churches. 2) The Status of Women Committee had completed a survey concerning the ratio of men and women on the Madison College faculty with data going back to 1972. 3) The Search Committee had ready a list of new faculty positions (1977-1978) for which women could be seriously considered. 4) The Affirmative Action Committee had researched, written, and distributed a report to the college-wide Affirmative Action Committee, chaired by Dr. Mundy. The report and an accompanying cover letter written by the president of the Caucus expressed concern about the small number of women who served on the college-wide committees and commissions.

September 1977 - May 1978

Elizabeth Neatrour

Those elected to serve during the 1977-1978 academic year were:

President: Elizabeth Neatrour

Vice-President: Virginia Andreoli

Secretary: Barbara Fox

Treasurer: Marian Emerson

The Program Committee was chaired by Nancy O'Hare; the Search Committee by Crystal Theodore; the Status of Women Committee by Beverly Silver; the Affirmative Action Committee by Pauline Council; the Resources Committee by Ruth O'Gorman; and the Membership Committee by Barbara Fox.

The following schedule of meetings illustrates the diverse activities of the James Madison University Faculty Women's Caucus during the 1977-1978 academic year (Madison College became James Madison University on 1 July 1977 and the Caucus quickly took action to change its name too!):

12 September 1977 -- Business meeting: Introduction of members and committees

8 October 1977 -- Pro-ERA March and Rally in Harrisonburg

18 October 1977 -- Lecture: "Women Artists" by Dorothy Gillespie

25 October 1977 -- Business meeting: Discussion with Dr. Thomas Stanton, academic vice-president, on "The Status of Women at JMU"

7 November 1977 -- Business meeting: Discussion of the results of the meeting with Dr. Stanton

11 November 1977 -- Breakfast with the women members of the Board of Visitors at the Holiday Inn

17 November 1977 -- Annual Dominion Lecture by Dr. Ruth Davis, "Scientific Risk and the Scientist's Responsibility;" and the Outstanding Woman of Virginia award, given to Delegate Eleanor Parker Sheppard

15 December 1977 -- Christmas party at Virginia Andreoli's home

6 February 1978 -- Business meeting: "Title IX, Affirmative Action: An Update"

21 February 1978 -- Reception and dinner for Myra Sadker, who spoke on "Sexism in the Schools"

22 February 1978 -- Business meeting: "The Concept of FOCUS: Providing Services for Women" by Susan Bates

28 March 1978 -- Business meeting: Book review by Violet Allain on The Managerial Women

11 April 1978 -- Business meeting: Presentation entitled "The Fifth and Fourteenth Amendments: Their Effect on Women" by Sidney Bland of the history department and Karen Geary, a local attorney

28 April 1978 -- Business meeting and picnic: Report on "How to Write Proposals for Research Grants" by Virginia Andreoli

Throughout the year, the Caucus continued to work with members of the administration to improve the status of women on campus. Both the goals that the members affirmed and adopted at the September meeting and those that came out of our discussion with Dr. Stanton at the October meeting illustrated the progress that the Caucus had made and its broadened scope. The goals for 1977-1978 included the following: 1) to request from the Affirmative Action officer statistics on the average number of years women faculty members stay in rank; 2) to investigate the ways in which our organization could support a temporary local ERA organization; 3) to obtain statistics and study the salaries earned by female faculty members in comparison to salaries earned by male faculty members with comparable qualifications and experience; 4) to encourage the possible formulation of a policy requiring some alternation of male and female commencement speakers; 5) to obtain and study the report of the College Entrance Examination Board dealing with the decline in Scholastic Aptitude Test scores over the past several years; 6) to investigate ways in which we may work with and assist female students on campus.

At the October meeting, Dr. Thomas Stanton, academic vice-president, responded to questions that had been sent to him in advance by members of the Caucus. The minutes for this meeting (25 October 1977) contained a summary of the questions and of Dr. Stanton's comments.

One consequence of the discussion was that the Caucus members voted unanimously to obtain "information regarding sex, current rank, highest degree earned, years of service, years in rank and salary for all nine and twelve-month faculty for the current year." Another result of the discussion was that Dr. Stanton asked the Caucus to create a Liaison Committee to work closely with him in the future on matters of mutual concern.

After meeting with the Caucus, Dr. Stanton decided to include a woman in out-of-town and local interview situations. In March, Dr. Stanton met with Patricia Bruce, Virginia Andreoli, and me regarding the report from the Women's Caucus that documented certain inequities between male and female faculty members at James Madison University. Dr. Stanton promised to take definite steps to help overcome these inequities, which he clearly acknowledged as being accurately cited. The Women's Caucus expressed gratitude to Patricia Bruce, who compiled the information and wrote the report, and to Dr. Stanton, for his positive response.

The 1977 Annual Dominion Lecture was presented by Dr. Ruth Davis, Deputy Director for Research and Engineering in the United States Department of Defense and then a candidate for the presidency of the American Association for the Advancement of Science, at 8 P.M., on Thursday, 17 November 1977, in the Anthony-Seegar Campus School Auditorium. Dr. Davis' topic was "Scientific Risk and the

Scientist's Responsibility." Delegate Eleanor Sheppard of Richmond, an outstanding civic and professional leader in both the city of Richmond and the state for many years, the first woman mayor of Richmond, and then in her fifth term as a member of the Virginia General Assembly, was the recipient of the "Outstanding Woman of Virginia" award. Mary Haban chaired the committee that arranged for the evening's activities: the dinner, the lecture, and the reception for the guests of honor.

Reviewing the year's work at the annual picnic on 28 April 1978, the officers and the committee chairmen agreed that progress had been made in reaching the goals set at the start of the year. As concrete evidence of efforts "to raise the consciousness level" of the administrators "concerning possible 'unconscious' bias," we pointed to the work of the ad hoc committee, chaired by Rose Mary Rummel, that had been established for the purpose of formulating recommendations to the academic vice-president regarding hiring practices. The officers and the chairmen also discussed the wide spectrum of Caucus activities apparent in the organization's calendar for the 1977-1978 academic year; the diverse programs at our meetings; and support 1) for such projects as the International Women's Year Torch Run (15 October 1977), 2) for such groups as the National Organization of Women (NOW), the Women's Equity Action League (WEAL), the Women's Coordinating Council (WCC), and the Congress of Women's

Organizations (CWO), 3) for state and national ERA legislation, and 4) for efforts to assemble and interpret data relating to the status of women. Re-affirming the premise on which the Caucus was founded--the concept of "networking" for women--the officers and the chairmen pledged their support to the incoming officers and to the on-going work of the Caucus, in general.

September 1978 - May 1979

Patricia J. Bruce

The first meeting of the year was held on 11 September 1978, in the Purple and Gold Room, Godwin Hall. The committee chairmen and the officers were introduced and the work for the year was outlined. The new officers were:

President: Patricia J. Bruce

Vice-President: Virginia Andreoli

Secretary: Barbara Fox

Treasurer: Mary Lou Wylie

We got down to work at once.

As the first order of business, two letters were approved. One was to Governor John Dalton expressing concern about his appointments to the Board of Visitors: he had appointed two men to replace two women. In addition, neither of the "recent graduates" he appointed, in compliance with a promise made during the campaign, were women. The other letter we sent was a commendation to Dr. Carrier for the increased number of women hired the previous spring for the 1978-1979 year.

The October meeting included a presentation by the academic vice-president, Dr. Thomas Stanton. He discussed hiring, which showed

improvement, and salaries, which did not. Dr. Stanton explained that the inequities between the salaries of men and women could be due to experience, time-in-rank, errors, and the job market. Questions from Caucus members showed an unwillingness to accept the validity of those reasons. Following the discussion of salaries, Dr. Stanton stated his intention to fund speakers and organize a management seminar for women.

The first in the new series of management lecturers was Geri Thompson, 24 October 1978. Her topic was "Women in Management." In fact, it was a year of great speeches: Honor Moore provided us with the Dominion Lecture, "Is Women's Theatre a Political, Aesthetic, Transitional, Sociological, Actual, or Fictional Entity?"; and our own Leotus Morrison had some some stirring things to say to us when she was named the Outstanding Woman of Virginia for 1978-1979.

The Caucus established a committee to develop criteria and then to select members to attend Dr. Stanton's management seminars. The committee was chaired by Barbara Fox; ten women were selected to participate. When the names were presented to Dr. Stanton, he decided to include all interested women. The seminars began on 14 March 1979 and continued for six weeks. At the end, the faculty who attended felt that they had not been productive.

At the November meeting, Rose Mary Rummel explained the "Counterpart System" used in Florida to correct inequities in women's salaries. The system entails a method of comparing a female's salary/rank/et cetera with a male colleague or colleagues whose professional accomplishments are very, very similar; i.e., comparisons in teaching, service, and research are made. If both records are comparable, then the pay should be comparable. If it is not comparable, then discrimination exists and a salary adjustment should be requested. If a woman's professional record is better than her male counterpart's, then her salary should be higher, all other factors being equal. It was suggested that the Caucus adopt this system for area use at James Madison University. In January, the Caucus reviewed hiring and committee assignments as well as the factors to be included by women who wanted to participate in the counterpart study. An outgrowth of this activity was that the Caucus was the first campus group to purchase the salary list. This was important as the name, rank, and salary of each faculty member and administrator at James Madison University was given and thus made possible more precise comparisons between males and females in the various ranks and departments at the university.

Virginia Andreoli-Mathie and Helen Moore conducted a study of women in managerial positions in higher education. Many Caucus members participated and/or gave active support.

Kate Duttro studied the university curriculum and identified those courses that pertained specifically to women's issues. In February, ten professors explained their courses in an effort to increase communication. This was, in fact, the beginning of an idea that we hoped might eventually lead to a women's studies program.

New officers, as usual, were elected at the year-end picnic which was held at the home of Rose Mary Rummel and Marilyn Crawford. It was decided at the same time that Honor Moore, who had given the annual Dominion Lecture during the past year, should be invited to return to campus the following year as a visiting professor.

During the 1978-1979 years, the number of members in the Caucus grew to 60. We had every reason to hope that we would surpass that number the next year.

September 1979 - May 1980

Patricia J. Bruce

The list of officers remained partially the same:

President: Patricia J. Bruce

Vice-President: Lynn Constantine

Secretary: Elizabeth Ihle

Treasurer: Mary Lou Wylie

The chairs for the coming year were appointed at the first meeting: Affirmative Action, Teresa Gonzales; Status of Women, Rose Mary Rummel; Search, Marcia Grimes; Membership, Mary Lou Wylie and Barbara Fox; Program, Violet Allain; Dominion Lecture, Elizabeth Neatrour; Outstanding Woman of Virginia, Diane Spresser; and, Resource, Virginia Andreoli- Mathie.

The Executive and committee chairmen developed long-range goals for the Caucus at the first meeting as well. Some of the specific goals were 1) to push for additional members, 2) to make the Caucus more visible on campus, and 3) to work to eliminate institutional bias.

The administrator who met with the Caucus at the start of the year was the Affirmative Action officer, Dr. John Mundy. He agreed that the number of women hired in high-level positions was low; he believed that the solution was to increase the number of women in the applicant pool.

A fall "Women's Week" with the theme "Women Shaping Tomorrow" was held in November with Lynn Constantine as the chairman. It included programs on women in religion, the workplace, politics, and the law, as well as a discussion of feminism and its relationship to personal beliefs and behavior.

In December, some members of the Caucus participated in the ERA march from campus to the courthouse. Some students joined in as well.

The responsibility for the project on women's studies born at the end of last year was transferred from Kate Duttro, who was no longer on campus, to Mary Lou Wylie. The project then included compiling a list of pertinent courses and films available for students and faculty.

The Caucus agreed to purchase a plaque commemorating the recipients of the "Outstanding Woman of Virginia" award. Beverly Silver chaired the committee. This year's recipient was Caroline O'Neal Marsh, the first director of the Virginia Office of Employee Relations Counselors.

The Dominion Lecture was delivered on 12 November 1979 by General Margaret Ann Brewer. It was entitled "Women Shaping Tomorrow: The Marine Corps--A Reflection of Today's Society."

Virginia Andreoli-Mathie agreed to continue to work on behalf of the Caucus to secure books for the library. The Caucus authorized the expenditure of \$150.00 from the treasury for the project.

Two workshops were held in the spring. They were intended to raise our awareness of both institutional and cultural bias. The first focused on language and was conducted by Cynthia Eby; and, the second was on non-verbal communication and was conducted by Helen Moore.

A definite plan for the implementation of the Counterpart Study was presented by Rose Mary Rummel. Caucus members were encouraged to analyze their salaries and the Caucus continued to update the Affirmative Action report for the year.

At year-end, we were proud of the fact that the university budget for spring contained an allocation for "equity" money; and the number of members stood at 83.

September 1980 - May 1981

Nancy O'Hare

The officers for the coming year consisted of:

President: Nancy O'Hare

Vice-President: Violet Allain

Secretary: Elizabeth Ihle

Treasurer: Pam Wiegardt

The names of the chairmen of the Caucus committees were announced at the first meeting: Search Committee, Marilyn Crawford; Affirmative Action Committee, Barbara Fox; Status of Women, Rose Mary Rummel; Program Committee, Marcia Grimes; Resource Committee, Violet Allain; Membership Committee, Judith Blankenburg; Annual Dominion Lecture Committee, Diane Spresser; and, Workshop Committee, Mary Lou Wylie.

The following accomplishments can be associated with the first year of my presidency: 1) Inez Ramsey was appointed as our first archivist to maintain the records of the Caucus; 2) The Women's Resource Center, which was later to be more aptly renamed The Women's Resource Network, chaired by Loretta Greenleaf, was begun in 1980⁶ with both administrative approval and financial support;

⁶See Appendix C.

3) A series of "Brown Bag Lunches" with varied programs of special interest to women on campus was initiated as part of the Center/Network; and 4) The thrust of the Annual Dominion Lecture was changed to permit Virginia women, at minimal expense to the university, to deliver the lecture. Dr. Carrier agreed that the monies saved could be diverted to the Women's Resource Center/Network.

The date of the Annual Dominion Lecture was successfully shifted to the spring. Our speaker, on Tuesday, 7 April 1981, was Elizabeth Drew, noted political forecaster and journalist: "Inside Washington Politics: The How and Why." At the same gathering, most appropriately, the Outstanding Woman of Virginia award went to Dr. Virginia Moore, well-known author and historian. One of her many publications is entitled The Madisons. It is a comprehensive study of the lives of both James and Dolley Madison. Earlier, she published Virginia is a State of Mind.

September 1981 - May 1982

Nancy O'Hare

The first meeting saw the introduction of the new officers:

President: Nancy O'Hare

Vice-President: Barbara Fox

Secretary: Barbara Perry-Sheldon

Treasurer: Pam Wiegardt

The names of the chairmen of the various committees were, as usual, announced at the same meeting: Affirmative Action, Rose Mary Rummel; Program, Elizabeth Somers; Status of Women, Rose Mary Rummel; Membership, Elizabeth Ihle; Women's Week, Patricia Bruce; Women's Resource Center (now incorporating the functions of the Search and Resource Committee), Loretta Greenleaf; Dominion Lecture, Violet Allain; Workshops, Mary Lou Wylie; and Nominations, Helen Moore.

The tradition of "Women's Week" at James Madison University was continued. Thanks to the efforts of Pat Bruce it was held 15-20 November 1981.

We also continued the Dominion Lecture Series. Letty Cottin Pogrebin, author and editor of MS. magazine, was our choice. Her topic was the women's movement in the 1980's: "Living Free in the 80's and Beyond." The Outstanding Woman of Virginia award was presented to Dorothy Gillespie, artist and educator.

A Dean's Symposium was held 17 February 1982 to provide a much needed forum for an exchange of views on the hiring, promotion, tenure, and salaries of women at the School level. The speakers were Dr. Julius Roberson, Dean of the School of Education; Dr. Michael Wartell, Dean of the College of Letters and Sciences; Dr. William Hanlon, Dean of the School of Business; Dr. Mary Haban, Dean of Libraries and Learning Resources; and, Dr. Elizabeth Finlayson, Dean of the Summer School and continuing Education. The speakers comprised a panel moderated by Patricia Bruce. The questions raised touched on such issues as the possibility of developing Women's Studies as a major or minor; of providing maternity/paternity leave; of correctly assessing the full impact of federal and state cuts in University funding; of minimizing the effects of decreased student financial aid; and of determining what efforts, if any, the deans have made to insure the active recruitment of women at the university.

September 1982 - May 1983

Rose Mary Rummel

The officers of the Caucus for the 1982-1983 academic year were:

President: Rose Mary Rummel

Vice-President: Barbara Fox

Secretary: Barbara Perry-Sheldon

Treasurer: Marcia Grimes

The chairmen of the standing committees were announced at the first meeting of the year: Membership, Elizabeth Ihle; Program, Helen Moore; Affirmative Action, Violet Allain; Dominion Lecture, Elizabeth Ihle; Outstanding Woman of Virginia, Pat Bruce; and, Women's Resource Network, Loretta Greenleaf.

The James Madison University Women's Caucus formally initiated the 1982-1983 academic year for the organization by holding a luncheon business meeting in the Warren Campus Center. Special invited guests included Dr. Carrier, President of James Madison University, and all of the vice-presidents of the university. Dr. Carrier made some opening remarks to those present and stated that a prime objective of the administration was the need to secure additional funding for the university through the acquisition of political influence. He expressed his appreciation to the Caucus for any and all help they could provide in the future.

One of our major projects during the fall semester was a thorough revision of the constitution.⁷ One of the more telling changes involved allowing male faculty members and administrators who have a commitment to the purposes of the Caucus to be eligible for membership and recognizing both male and female members of the Board of Visitors as honorary members of the Caucus.

We intentionally devoted a number of Caucus meetings to information sharing topics. Some of these included: 1) Dr. Stanton on "Managing Your Money," 2) Shirley Cobb, Teresa Gonzalez, Susan Laufman, and Renee Wallace of the counseling center on "Positive Woman Power," and 3) Ellen Layman on "Women in Virginia Politics."

The annual Dominion Lecture was delivered by Dr. Paula Brownlee, President of Hollins College, on 17 November 1982. Her topic was "New Choices, New Complexities: Women's Roles Today." On the same occasion, Dr. Georgianna Jones, co-director of the "in-vitro" fertilization clinic in Norfolk and a professor of medicine at Eastern Virginia Medical School, was designated as the "Outstanding Woman of Virginia."

The year-end report of the Status of Women Committee indicated that discrepancies continued to exist at James Madison University between the salaries of male and female members of the faculty.

⁷See Appendix F.

A special committee was appointed to review in depth the current status of such discrepancies. The committee consisted of Dr. Rose Mary Rummel, Dr. Violet Allain, and Dr. Anne Gabbard-Alley. Upon completion of the review, these three individuals met with Dr. Ronald Carrier, president, Dr. Harold McGee, administrative affairs vice-president, and Dr. Thomas Stanton, academic affairs vice-president. Everyone agreed that, although a significant narrowing in the salary gap between the sexes had occurred over the past several years, there were still some notable discrepancies. The administration voiced strongly its intention to continue to examine salaries and to make adjustments whenever necessary.

The now annual affirmative action meeting was held in the late spring. Dr. Thomas Stanton represented the administration. The general tone of the meeting was one of encouragement. Much progress had been made in many areas. Women now served on all the search committees. The administration was now aware of sexism in language and comments. In all, the administration had developed greater insight into women's issues.

Caucus membership for the 1982-1983 year stood at eighty-eight, which was an all-time high. The Caucus for the first time had male members, four in number.

September 1983 - May 1984

Rose Mary Rummel

The officers of the James Madison University Faculty Women's Caucus for the coming year were:

President: Rose Mary Rummel

Vice-President: Marcia Dake

Secretary: Anne Gabbard-Alley

Treasurer: Marcia Grimes

The 1983-1984 Caucus year started early -- as a matter of fact, it began during the summer of 1983. The position of Vice-President for Academic Affairs had been vacated by Dr. Stanton and a vigorous university search committee had been narrowing the candidate list down to three individuals, one of whom was a woman. Members of the Caucus spent several of their summer days interviewing the three candidates. Unfortunately, for various reasons, none of the candidates became the new vice-president. The search was re-opened.

The year officially opened with a wine and cheese party for the new faculty. It was deemed a success. The names of the new committee chairmen were announced: Program, Mary Schell; Women's Resource Network, Elizabeth Ihle; Dominion Lecture, Lynn Harper; Outstanding Woman of Virginia, Barbara Fox; Affirmative Action/Status of Women, Violet Allain; and, Membership, Brenda Seal.

A Dominion Lecture luncheon and the annual Dominion Lecture itself were held on 10 November 1983. The Dominion Lecturer was Lynda Johnson Robb, First Lady of Virginia. She spoke on "The Virginia Women's Cultural History Project." Mary Hatwood Futrell, president of the National Education Association, was the recipient of the 1983 "Outstanding Woman of Virginia" award.

The yearly affirmative action meeting was held during the fall semester. This was a break with previous tradition. It was decided that holding the meeting in March or April was simply too late in the year for those who did find salary discrepancies; salaries had already been approved by the Board of Visitors by March or April. Holding the affirmative action meeting in November allowed involved members to start counterpart studies and meetings with the appropriate administrators regarding salary adjustments before salaries had been established and approved.

Starting with this academic year, the Women's Resource Center officially became the Women's Resource Network. The Network was very active in purchasing additional published material for the library. "Brown Bag" lunches continued with a variety of speakers on a variety of subjects, all designed to enhance the professional and personal growth of our members.

There were several special highlights this year. One involved the recognition of individual members of the faculty who had

contributed significantly to women's research and women's service. An ad hoc committee was appointed to establish guidelines for two awards: Research and Service. Louise Loe was the chairman of the committee. Guidelines were established and application/nomination information was sent to all members of the faculty. The recipients of the first James Madison University Women's Caucus Research and Service awards were Sidney Bland, History Department: Research award; and, Mary Lou Wylie, Sociology Department: Service award.

"Women's Week" was held in February. Mary Lou Wylie and her committee did an outstanding job of scheduling extremely interesting activities throughout the week. These activities included speakers, films, panels, creative performances, etcetera. Attendance by students was excellent.

A special survey had been distributed to Caucus members during the fall semester. The survey was designed as a vita to gather information concerning education and professional accomplishments of female Caucus members. Anne Gabbard-Alley chaired the committee which extracted information from the survey. When the final tabulation results were distributed, the data clearly indicated that the women members of the James Madison University faculty were, indeed, extremely productive professionals.

In the 15 March 1984 issue of the Breeze, a headline appeared which read, "Administrator Says Women Less Qualified."

The article was a reporter's account of an interview with Dr. John P. Mundy, the Affirmative Action Officer of James Madison University, which touched on existing discrepancies at James Madison University between male and female faculty.⁸ The Breeze article, needless to say, caused much concern among the members of the Caucus and other interested persons. Dr. Mundy subsequently wrote a letter of apology to the Women's Caucus.

According to the revised constitution of the Caucus, anytime six or more members in good standing of the Caucus request a special meeting, the Caucus president must call one. Requests for a special meeting to deal with the Breeze article numbered much in excess of six of this occasion. A special meeting was accordingly called for 21 March 1984.

⁸See Appendix G.

The main outcome of the special meeting was the appointment of a committee to draft a letter to Dr. Carrier voicing our displeasure and concern about the implications and consequences of the article. A letter dated 28 March 1984 was sent to Dr. Carrier.⁹

Dr. Carrier promptly requested a meeting with Rose Mary Rummel, president of the Caucus. This meeting took place on Thursday 19 April 1984. At this meeting, each of the six points made in the letter were discussed and very specific examples were given to elaborate on each point. Dr. Carrier was extremely receptive to our concerns. In all, the meeting was very cordial and extremely productive. An immediate outcome was the establishment by Dr. Carrier of a committee on Sensitivity to Minority Issues. Dr. Mae Frantz was appointed to chair that committee. Dr. Carrier indicated that he would also set up several workshops in the future and bring in specialists to conduct sessions aimed at raising the "consciousness level" of administrators/supervisors at James Madison University to sexism. Of long-term importance was the fact that during the summer of 1984, Elizabeth Ihle was appointed by Dr. Carrier to be James Madison University's new Affirmative Action officer.

9 . See Appendix H.

Caucus members numbered over 100 for the first time during the 1983-1984 academic year. Several male administrators and several male faculty members were among the new members.

At the year-end picnic, officers were elected for the 1984-1986 period:

President: Patricia Bruce
Vice-President: Marcia Dake
Secretary: Anne Gabbard-Alley
Treasurer: Inez Ramsey