Dr. Caldicott came to Douglass College last January as the Laurie New Jersey Chair in Women's Studies. She spent the semester teaching, lecturing, and working on her book, *The Coming Nuclear War*. An Australian native and pediatric physician, Caldicott founded the Nobel Prize-winning Physicians for Social Responsibility. As one of the world’s leading voices against nuclear arms, she continues her campaign to increase awareness of the health and environmental threats of nuclear arms.

Last spring, while Lily Tomlin was starring on Broadway in Jane Wagner’s *The Search for Signs of Intelligent Life in the Universe*, she and Helen enjoyed a reunion after one of her performances. It wasn’t long before Helen persuaded her friend to join her for a special event to benefit young women’s leadership.

“They were an ideal pair for what we hope will be an annual event to celebrate women’s leadership and friendship,” said Mary S. Hartman, institute director. “They’re funny, smart, and wildly talented. And they really care about the world.”

Two extraordinary women came together last spring for a special appearance to benefit young women’s leadership programs at the Institute for Women’s Leadership and Douglass College. Tony Award-winning actress Lily Tomlin and anti-nuclear weapons advocate Dr. Helen Caldicott were the guest of honor for “Talking Leadership and Friendship” on April 9 at the State Theatre in New Brunswick.

The audience was treated to a glimpse of the funny and serious sides of Lily Tomlin along with the strong passion of Helen Caldicott. These two legendary women who have been friends since the early 1980s shared the stage in a free-wheeling conversation punctuated by Lily’s famous impersonations and Helen’s appeal to mobilize women for action against nuclear arms. Following the performance, the famous friends joined patrons of the event for a reception, posing for pictures and chatting with guests. “Talking Leadership and Friendship” was directed and moderated by Hannah Fujiki DeWeerdt, a graduate of Mason Gross School of the Arts M.F.A. directing program. The event was co-sponsored by the Institute, Douglass College, and the Associate Alumni of Douglass College.
and strategies,” observed Elmira Nazombe, program director for the Center for Women’s Global Leadership. “This was an exciting first for many of us.”

The conversation spanned a wide range of topics relating to human rights, women’s labor, violence against women, migration issues, politics and globalization, union organizing, and economic and social justice issues. Funded by a grant to the Institute for Women’s Leadership from the Ford Foundation, the three-day event was a rewarding experience for all who attended. Young women activists were inspired to find themselves in the company of elected women officials who had begun their careers thirty years ago as young women activists. Elected women from a variety of countries were able to speak freely with others inside and outside of government who work on similar issues to see new perspectives on complex problems.

The discussion enabled participants to think about the relationship between violence against women and the changing circumstances of women’s labor in order to consider underlying causes and potential solutions. For example, poor women from countries such as the Philippines and India have been subjected to new forms of indentured servitude in richer places like Singapore, the Middle East, and the United States. Lack of official immigration documents, they often end up as domestic workers in abusive households and working conditions, deprived of some of the most basic human rights, including control over their bodies, freedom of movement, and adequate food, rest, and recreation.

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When we came together in the 1990s, the partners of the Institute for Women’s Leadership were poised to take their commitments to scholarship and programs on women to a new level. Creating the institute was the next logical step and an innovative move to strengthen our shared mission and integrate our teaching, research, and public service activities.

The institute is distinctive in several ways. First, we bring together the diversity, quality, and experience of our six member units: Douglass College, Women’s and Gender Studies Department, Center for American Women and Politics, Center for Women’s Global Leadership, Center for Women and Work, and the Institute for Research on Women. Second, because we are all part of Rutgers University, our consortium can draw from the extensive resources of arts and sciences faculties and the professional schools. Beyond these assets, the institute embodies something even more special. We are attempting to actualize a vision of leadership that has been rooted in feminist thinking but rarely realized. That vision begins with the individual person and encourages women and men alike to perceive the world differently, to become capable of making different judgments because their understanding of the world includes diverse women’s perspectives. Once that happens, people can envision leadership in new ways as well. They can see it not only as a position or person, but also as a process.

The programs and research activities you will read about in this newsletter are an exciting indication of our progress and potential. I am delighted that many different populations are being drawn to our work and to our forums. This year, as Rutgers University launches a national fund-raising campaign that includes “Women’s Scholarship and Leadership” as a special growth area, we look forward to an era of unprecedented expansion and excitement. We invite you to join us as we seek to increase our capacity to educate women and men for a new vision of leadership.

Arta Dadele is a member of Parliament and vice chair of the Foreign Policy Committee of the Republic of Albania where she serves on the Committee of Equal Opportunities for Women and Men. Seated next to her was Farida Shaheed, an activist from Pakistan who is a regional coordinator for the Women Living Under Muslim Laws Network. Across the table is Lesley Ann Foster, director of the Maasumyane Women’s Support Centre in South Africa, along with Representative Patricia Godthau, a Republican serving her third term in the Michigan House of Representatives, and Assemblywoman Nia Gill, Assembly Democrats. Whip from New Jersey. They were among twenty-five women from all regions of the world who came to Rutgers March 9–11, 2001, for an “International Conversation on Women’s Lives.”

The brainchild of two Rutgers faculty—Mary Hawkesworth, former director of the Center for American Women and Politics, and Charlotte Bunch, executive director of the National Organization for Women—new ideas and energy for engaging the challenges of daily life and political organizing.”

Talking about women and globalization (left to right): Lesley Ann Foster, South Africa, Representative Nan Grogan O’Mrook, U.S.A.; Pam Rajput, India, and Ussuri Yu, U.S.A.

MESSAGE FROM DIRECTOR MARY S. HARTMAN

Realizing a Shared Vision

The World Comes to Rutgers

An International Conversation on Women’s Lives Held on Campus

When we came together in the 1990s, the partners of the Institute for Women’s Leadership were poised to take their commitments to scholarship and programs on women to a new level. Creating the institute was the next logical step and an innovative move to strengthen our shared mission and integrate our teaching, research, and public service activities.
LEADERSHIP SCHOLARS APPROVED FOR A CERTIFICATE PROGRAM

Linking Classroom and Community Learning

It began in 1995 with Colman Connolly’s (DC ’96) internship at the formerly named Institute for Women’s Leadership during her senior year at Douglass. Colman wanted to learn more about the goals of the institute from director Mary S. Hartman and to explore ways to involve students in the work of the member units of the consortium. At the close of her self-designed exploration, she proposed a new certificate program to combine classroom learning and internships focused on women’s leadership. In the next two years, a committee of faculty, students, and staff worked to fulfill her vision. The Leadership Scholars Program was officially launched in 1998 with its first class of twelve students.

Under the direction of Dr. Mary Throg, the program has flourished. This fall, thirty-six Leadership Scholars are immersed in various stages of the two-year sequence. They are deepening their understanding of leadership and women’s contributions to social change and pursuing their interests in education reform, family health issues, human rights, politics, poverty and community development, and women’s progress.

Last spring, the Faculty of Arts and Sciences approved the institute request to expand the Leadership Scholars Program into a university-wide certificate program. This expansion calls for the addition of a required capstone course to focus on policy areas relating to the students’ internship and social action projects. In addition, participation in the program is recognized on student transcripts.

“The students bring us a strong passion and commitment to work hard on issues, and through the program they are gaining needed knowledge and practical experience,” said Maria S. Hartman. “I believe this program has the potential to be a national model for integrating classroom and community-based learning to prepare young women for leadership roles. We are delighted that this opportunity is now a university certificate program.” This fall,

Hartman and Ruth Mandel, director of the Eagleton Institute for Politics, are co-teaching the Women and Leadership Seminar, one of the four required courses for the Leadership Scholars Certificate Program. In addition to strong leadership provided by the Leadership Scholars Advisory Board, the program has benefited from the financial support of generous donors. Contributions from the Bunbury Company Inc., the Patrina Foundation, and Colgate-Palmolive Company have funded various program components.

For information about supporting the Leadership Scholars Certificate Program, contact IWL Director of Development Lisa Hetfield, at 732/932-1463.

“Research projects to analyze women’s progress

New Partnerships Bring NJ Women into Focus

The Institute for Women’s Leadership and the Department of Community Affairs’ Division on Women are collaborating on a research initiative to provide up-to-date information and analysis on women in New Jersey. The first project of the initiative is the renewal of NJ WomenCount, a series of publications on the status of women in the state.

"Currently, New Jersey lacks a centralized source of accessible data on women in the state," said Mary S. Hartman, director of the Institute for Women’s Leadership. "Our partnership with the Division on Women will address that gap. NJ WomenCount will provide comprehensive information on issues such as women’s status in work, education, economic self-sufficiency, and advancement to leadership and decision-making roles. In addition, it will address child care and family needs and violence against women.”

Dr. Jennifer Martin-Das joined the Institute in January 2001, as research analyst and editor of NJ WomenCount. An economist with a strong interest in women’s issues, Dr. Martin-Das is preparing “New Jersey Women: Who Are We? How Are We Faring?” This is a comprehensive portrait of New Jersey women that will appear in the fall 2001 report, scheduled for release in October. The publication will highlight continued on page 7

"What was most appealing to me about the IWL Leadership Scholars Program is the internship and social action component. I would actually be able to act out a mini-version of my life through this experience. This dress rehearsal was the foundation on which many valuable lessons emerged.”

Jessica Greenstone, DC ’99 Leadership Scholar
Back to school at Rutgers University this year is a group of twenty-four women students who also hold down full-time, senior-level positions at major corporations. The Senior Leadership Program for Professional Women is an intensive five-month program that provides senior-level executives with tools, strategies, insights, and alliances that help them to make significant career advances. The program, designed by Brigid Moynahan, president of The Next Level, Inc., is cosponsored by the Rutgers Center for Women and Work at the School of Management and Labor Relations and the Institute for Women's Leadership.

Participants attend six day-long workshops at the Ruth Dill Johnson Crockett Building on the Douglass College campus and benefit from one-on-one mentoring sessions with colleagues from the program. Launched last year with an inaugural class of twenty women, the Senior Leadership Program provides a distinctive opportunity for “high-potential” women to develop personal leadership strategies and to reflect on issues and challenges for women in leadership.

“We are pleased with the response to this exciting opportunity,” said Dr. Mary Trigg, associate director of the Center for Women and Work. “Participants are especially enthusiastic about being part of a network of women leaders in business and in the Rutgers community who are committed to women’s advancement.”

According to Dr. Trigg, last year’s program included participants from AT&T; Avaya; Chubb & Son; Deloitte and Touche; Duane, Morris and Heckscher, LLP; Fleet Bank; JP Morgan Chase; Lucent Technologies; PSE&G; Merrill Lynch; and Sills, Cummis & Tisch. This fall, the outstanding group of twenty-four women selected for the program represent some of the same companies as well as First Union, Pfizer, Ortho Biotech Products, Ethicon, Janseen, Toyota, RWJ PRL, and Prudential.

For more information about the Senior Leadership Program for Professional Women, call Dr. Mary Trigg, associate director of the Center for Women and Work, at 732/932-1463, ext. 647.

"Women leaders are facing enormous challenges in today’s business environments. Our program brings talented women together from a variety of companies to develop their understanding of their own leadership capacities and to design their strategic leadership goals."

Brigid Moynahan, Director of the Senior Leadership Program for Professional Women

It’s official! The Rutgers-New Brunswick Women’s Studies Program, one of the oldest and largest in the nation, has made the transition to the Department of Women and Gender Studies. The Board of Governors approved the new department at its June meeting, marking the culmination of a two-year transition process led by Hamilt Davison, director of the Women’s Studies Program, 1995–2001.

The new interdisciplinary department of the Faculty of Arts and Sciences-New Brunswick, begins this academic year with twenty-eight voting faculty from a wide variety of disciplines and seventy-eight affiliate faculty. Dr. Joanna Rugelka, professor of geography and women’s studies, was named chair of the Department of Women and Gender Studies as of July 1.

“Our transition from a program to a department enables us to build on faculty strengths and to explore new directions,” said Dr. Rugelka. “I am especially excited about the development of a Ph.D. program in women and gender studies and the possibility of expanding opportunities for students to work around the world as part of their graduate and undergraduate praxicum experience.”

Professor Rugelka, who is founder and former director of the Center for Russian, Central and East European Studies, has worked extensively with women in emerging democracies in Eastern Europe. Her research interests focus on the role of women in the political restructuring of Latvian, Portuguese, and Eastern European countries and the policy implications of these changes for women and society. She joined the Rutgers faculty in 1982 and has taught extensively in courses related to women’s roles in social change movements globally and, in particular, in Eastern Europe.

One of the first goals of the new department will be to complete the approval process for the new Ph.D. degree. According to Dr. Rugelka, this should be finalized by the end of the year, with the first class of Ph.D. students entering in fall 2002.

"Of course, along with the excitement come many challenges,” said Rugelka. “We will begin the process of outlining our agenda at the faculty retreat this fall and, no doubt, we will come up with a long list of needs. One of our top priorities will be raising funds for graduate fellowships. Rutgers is widely known for our strength in women’s studies and graduate fellowships will ensure our ability to attract the best students for our programs.”

The department’s first graduate fellowship was established this summer with a gift from the JAL Foundation for the Advancement of Women. Professor Jennifer Jones, director of the Women’s and Gender Studies Graduate Program, announced the gift of more than $25,000 that will support an incoming graduate student interested in Asian women’s issues. "This generous gift is a beautiful example of the importance of graduate fellowships,” said Jones. “The recipient will benefit from her experience at Rutgers and our program will gain an outstanding international student. We are delighted!”

"There are few local programs that put women in touch with other women leaders. Most projects are executive learning programs that are often very focused on the technical side of business—from marketing to finance. This program allowed me to focus on me.”

Dorothea Grimes-Frederick, Avaya
The Institute for Women’s Leadership and the member units are supported by grants, private donations, and Rutgers University. For information about programs or to find out how to support the IWL, or any of the member units, please contact:

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In touch with women’s leadership
How to Reach consortium members of the Institute for Women’s Leadership

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