Imagine sitting down for a chat with Betty Friedan or Shirley Chisholm to find out what it was really like to lead the women’s movement or to be the first woman to run for president. There you are in conversation, asking the questions that matter to you, like “What did it feel like?” and “Where did you get the courage?”

Ruth Mandel, director of the Eagleton Institute of Politics, and Mary Hartman, director of the Institute for Women’s Leadership, have turned their dream of collecting the firsthand accounts of women leaders into a major project called Talking Leadership: Conversations with American Women Leaders. Together they are recording video personal interviews with some icons of the women’s movement. “The latter half of the twentieth century brought momentous changes in women’s lives, and now is the time to collect the memories of the women who led this transformation,” explained Ruth Mandel. “We didn’t want any more regretful exclamations like, ‘It’s too late to interview Bella!’”

Both long-time Rutgers faculty members, Mandel and Hartman are the ideal team to mount such a project. They collaborated along with other directors in the institute’s consortium on Talking Leadership: Conversations with Powerful Women, the institute’s signature book. “When we got immersed in that book project, we realized that among our institute directors, we had many years of studying women’s progress and many connections to the people who led that progress. It was very exciting to think that we might use our resources to collect a series of video interviews for a Douglass College, Rutgers University women’s archive,” said Mary Hartman.

The project was launched last year with a $25,000 seed grant from the university. Continued on page 4.
INVESTING IN OUR FUTURE

$500,000 Challenge Gift Launches New Global Program

The Ford Foundation has made a $500,000 challenge grant to the Institute for Women’s Leadership to establish the Visiting Global Associates Program. This endowed gift will provide annual support for selected scholars and activists from around the world to come to campus for extended visits.

The new Global Associates Program is designed to strengthen links between global programming initiatives at the Center for Women’s Global Leadership, the women’s and gender studies curriculum, and women’s leadership programs at the institute and its member units.

“This extraordinary investment by the Ford Foundation comes at an exciting time for the institute and our member units. The gift will reinforce collaborative programs and help launch our portion of the university campaign,” said institute director Mary S. Hartman. “We are delighted that the Ford Foundation has selected Rutgers for one of its endowment grants and look forward to developing the Visiting Global Associates program to benefit students, faculty, and women’s human rights leaders.”

The Center for Women’s Global Leadership at Douglass College has played a crucial role over the last 12 years in initiating and shaping the international movement for women’s rights as human rights. Under the leadership of Charlotte Bunch, the center has engaged in campaigns, tribunals, networking, and strategic planning around the United Nations world conferences, helping to set the agenda for the human rights movement. As part of its Leadership Development and Global Education Program, the center conducts annual Women’s Global Leadership Institutes (WGLI) on campus to expand the impact of women in the human rights arena. Each year 25 scholars and activists from all regions of the world come to the institute’s site on Douglass campus for a two-week intensive institute. There are currently over 200 WGLI graduates around the world.

“Each year we receive more and more requests from women’s human rights workers who are eager to come to Rutgers to learn about the women’s and gender studies teaching, research, and policy work here and to share their wisdom and experience. Thanks to the Ford Foundation, now we have an important vehicle to connect international scholars and activists with our classrooms and leadership programs,” said Charlotte Bunch. “We look forward to welcoming our first Visiting Global Associate in the spring of 2003.”

The Ford Foundation endowment gift requires a one-for-one match and all outright gifts of cash or securities to the institute for Women’s Leadership are eligible for the match. To find out more about how you can make a gift to the Institute and help meet the challenge, contact Lisa Hetfield, institute director of development, at 732/932-1463, ext. 649.

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Scholars and

The National Dialogue on Educating Women for Leadership is a series of presentations and publications designed by the institute to probe key issues of leadership and women’s roles in leading change. The first panel in the series was held in 2000 and addressed the question of whether leaders are born or made. For that discussion, developers of outstanding leadership programs for college women as well as an eminent scholar widely known for her work on all-women learning environments gathered at the institute to present papers and lead a lively discussion. The presentations were published in the institute’s occasional paper series.

The next event in the series was held in 2001 and took up what many feel is the critical set of issues in the subject area of women’s leadership, described succinctly by the panel title: “Power for What? Women’s Leadership: Why Should You Care?”

“I’ve taught, and teach, that change occurs in many ways, that power exists and can be resisted in many places, and that injustice must be struggled against wherever we are…” — Professor Nancy Hewitt
With a diverse audience filling the conference room at the Ruth Dill Johnson Crocket Building, featured speakers explored the questions from multiple perspectives. Panelists included: Charlotte Bunch, Rutgers Distinguished Service Professor and executive director of the Center for Women's Global Leadership; Susan Carroll, professor of political science at Rutgers and senior scholar at the Center for American Women and Politics; Deborah Gray White, professor and chair of the Rutgers history department; and Helen Caldicott, Australian pediatrician, anti-nuclear activist, and founder of Nobel Prize-winning Physicians for Social Responsibility.

The speakers gave powerful and compelling reasons for why women’s leadership makes a difference and why we should care about the dearth of women in leadership positions, both in the United States and globally. “The world needs women to take more leadership,” Charlotte Bunch stated. “Women at this moment in history bring new perspectives and values to the table that can revitalize and transform debates and options in a globe that is threatened with self-destruction based on past — predominately male — leadership.”

Deborah Gray White’s presentation focused on the transformation of black women’s leadership in the twentieth century. The irony, she observed, is that “while there are probably more black women leaders now than ever before, it is also true that black women have fewer leaders that ever before.” The full presentations from this event are available in the just-released volume two of the institute’s occasional paper series of publications. Both volumes one and two of the National Dialogue series may be ordered from the institute web site at iwl.rutgers.edu.

The National Dialogue continued in 2002 with a third provocative topic: “Women’s Leadership: Collective Endeavor or Individual Mission?” Panelists included Nancy Hewitt, Rutgers professor of history and women’s studies; Ruth Mandel, Board of Governors Professor of Politics at Rutgers and director of Eagleton Institute of Politics; and Patricia Williams, author, cultural critic, Columbia University professor of law, and 2002 occupant of the Wynona Lipman Chair in Women’s Political Leadership at the Center for American Women and Politics.

Once again, a packed audience was treated to a lively and stimulating discussion. Nancy Hewitt approached the topic drawing from her research on women’s activism. “As a faculty member for 20 years, I’ve taught, and teach, that change occurs in many ways, that power exists and can be resisted in many places, and that injustice must be struggled against wherever we are,” stated Hewitt. “One of the best ways to demonstrate this, I think, is to resurrect the lives and passions of those who have engaged in grassroots social movements and who became leaders.”

Ruth Mandel considered the question of collective endeavor and individual mission as “two sides of a coin… inseparable.” In her presentation, Mandel said, “For the discussion this afternoon, I have chosen to emphasize the ‘individual’ side of the indivisible coin of leadership, in part because it interests me… and in part because I think it has been somewhat neglected or even dismissed by a strong effort to challenge, confront, and balance our the age-old hero-centered, patriarchal narrative about individual men who have ruled, led, owned, controlled, decided, preached, and judged.”

Patricia Williams’ remarks considered the power of individual images in popular culture, recalling her own feelings about the lack of African-American women on magazine covers before Oprah ushered in a new era for ‘normalized’ African-American media images. The presentations from this third event in the series will be published this coming year in volume three of the National Dialogues.
The most ambitious fundraising campaign in Rutgers University’s history is well under-way. Individuals, foundations, and corporations are contributing to the “new vision for excellence” set out by the university in its comprehensive strategic plan. “The Rutgers Campaign, Creating the Future Today” is raising $500 million to build on strengths in instruction, scholarship, and service and ensure the future excellence of our state university.

As part of the wider Rutgers campaign, the Institute for Women’s Leadership is working to raise $8.5 million for priority needs of the consortium. With the help of a volunteer committee chaired by Douglass alumna Gretchen W. Johnson, the institute is identifying supporters who will invest in the future of women and leadership. Funds will be used to support groundbreaking research and policy initiatives, endow leadership programs and faculty chairs, increase fellowships for graduate students, and expand facilities for seminars, lectures, conferences and offices at the Women’s Scholarship and Leadership Complex at Douglass College.

“The ‘Creating the Future Today’ campaign is an exciting opportunity for all of us to participate in the future of higher education in New Jersey,” said Gretchen Johnson. “Through our contributions we can support innovative programs and groundbreaking research focusing on women’s education and leadership development.”

Serving with Gretchen Johnson on the Institute’s campaign committee are: Christine Côté, vice president, medical affairs, Janssen Pharmaceutica, Inc.; Mary Lee Fitzgerald, senior program officer, Wallace Funds; Marjorie Freeman, president, Marjorie Kler Interiors, Inc.; Donna M. Griffin, senior vice president, Chubb & Son; Eleanor V. Horne, vice president and corporate secretary, Educational Testing Service; Maurice D. Lee, Rutgers University Professor Emeritus; Peg Schaffer, partner, Shain, Schaffer & Rafanello; and Adelaide M. Zagoren, president, Blanche and Irving Laurie Foundation.

Donations to the institute can be made in a variety of ways including outright gifts of cash and securities, pledges over a period of time, gifts of endowment, bequests, matching gifts from employers, and gifts-in-kind. To find out more about how you can make a gift to the institute, visit the institute’s web site at iwl.rutgers.edu or contact Lisa Hetfield, director of development, 732/932-1463, ext. 649.

continued from page 1

Jeanne Bowlan, a doctoral candidate in the history department, joined the team to coordinate the project. This first phase of the work culminated in six conversations with national leaders highlighted on a ten-minute video to promote the project. Betty Friedan, Shirley Chisholm, Geraldine Ferraro, Jeane Kirkpatrick, Eleanor Holmes Norton and Barbara Roberts are all featured on the Talking Leadership tape.

“With this remarkable summary, we can show potential donors what a powerful and important collection this will be. The possible products of these conversations range from films to videos to CD-ROMs. But right now, the priority is to obtain funding to continue to record the reflections of those who made history and changed forever the opportunities open to American women,” said Mary Hartman.
Graduation festivities last May included a new dimension for IWL Leadership Scholars. Students shared their leadership learning from social action projects in the institute’s first forum on Young Leaders and Social Change. Family members, faculty, students, and friends of the institute gathered to hear students’ accounts of triumphs and frustrations as they implemented semester-long projects to tackle issues they care about.

According to Mary Trigg, director of the Leadership Scholars Certificate Program, the social action projects are the culminating experience in the two-year program. The projects usually evolve from the required internship placement and relate to the students’ academic and future professional interests. “The idea is to practice leadership through action,” said Mary Trigg. “Students draw on theoretical knowledge as well as leadership skills such as public speaking, planning, organizing, networking, and budget management to address real social problems. They are each awarded a $500 seed grant by the institute to fund their project.”

The social action projects reflected a wide range of student interests in education, health, the arts, business, and women’s issues. Megan Murphy, a Douglass College finance major, focused on her belief in the importance of women’s economic independence. She organized “Savvy Money Management: A Conference for Women and Financial Independence.”

Abiola Fasina, an ’02 graduate, devised an ambitious project to teach girls in her hometown of Lagos, Nigeria, about AIDS. She collected data that will be shared with the World Health Organization, the United Nations, and nongovernmental organizations in Nigeria. Sara Dietz, a Rutgers College finance major, conducted a poetry workshop for residents of the Central New Jersey Jewish Home for the Aged. Ingrid Dahl, Douglass ’02, explored issues of cultural awareness in her film project titled “A Third Eye Opening: Films to Evoke Social Change.”

Leadership Scholars meet as a group with program director Mary Trigg every other week while they are doing their social action projects. In these discussions, they share progress and challenges. “The journey from project idea to completion is often filled with twists and turns,” said Trigg. “It is inspiring to watch the students re-think goals, adjust plans, cope with setbacks, and persist. In many cases the social action project is a transforming learning experience.”

Alanah Odoms, Rutgers College ’02, and Jeanine Gianfredi, Douglass College ’02, teamed up on their project to run a leadership symposium for urban high school girls. “We learned that 16-year olds possess a strong feminist consciousness,” Odoms reported, and that the girls are “profoundly aware” of the obstacles they face in society.

Abiola Fasina in reflecting on her AIDS education project, realized that she had learned a key leadership lesson. “I cannot save the world in one year,” she said. “I can only do a little bit at a time.”

To learn more about women’s leadership programs and interdisciplinary research, visit the institute’s newly expanded web site at iwl.rutgers.edu. The site includes program applications for the Leadership Scholars Certificate Program and Senior Leadership Program for Professional Women; publication order forms; information on visiting scholar opportunities; course descriptions, a map and directions, and information on ways to support the institute’s work.
Six talented scholars have come to campus this fall as the first class of Ph.D. students in the Department of Women’s and Gender Studies. The students, graduates from an impressive array of colleges and universities in the United States and abroad, will spend the next six years studying gender in society and culture and examining the connections between feminist theory and practice with Rutgers’ acclaimed faculty.

Graduate fellowships are the key to successful recruiting for programs competing for the most outstanding students. Rutgers Graduate School awarded two Excellence Fellowships to Women’s and Gender Studies for 2002–2003. The Faculty of Arts and Sciences also funded one graduate assistantship for this inaugural class of Ph.D. students. Women’s and Gender Studies has matched these internal awards with external private and government funding.

The JAL Foundation for the Advancement of Women, created to honor Jane Agnes Longfellow and her life-long commitment to the advancement of South Asian women, is funding a senior and a junior fellow in the program. With the support of these fellowships matched by tuition grants from Rutgers Graduate School, the women’s and gender studies department has been able to recruit one student from India and one from Nepal to the new doctoral program.

“Graduate fellowships have made it possible to bring women of exceptional ability from around the globe to our new Ph.D. program,” said Joanna Regulska, chair of the department. “We are grateful to the donors who support the program and to the graduate school of New Brunswick who provided matching funds for tuition.”

Through successful grant writing, Professor Joanna Regulska has also secured a three-year fellowship from the National Science Foundation. The graduate fellow funded by the NSF will assist Professor Regulska in a study of women’s political activism in candidate states for the expanding European Union.

“Graduate fellowships benefit Women’s and Gender Studies in multiple ways,” according to Mary Hawkesworth, graduate director for women’s and gender studies. “They provide a vital life-line for students; they enable the program to recruit a global student body, which in turn enhances the global content of our teaching; and they enable students to participate in path-breaking research that helps to reshape knowledge across the disciplines.”

The new Ph.D. program in women’s and gender studies requires 39 hours of coursework, specialization in one of three areas of concentration, the successful completion of qualifying and comprehensive examinations, and a doctoral dissertation.

Fellowship support is the sine qua non of a successful doctoral program. As they look to the future, the women’s and gender studies graduate faculty hope to expand fellowship funding in order to enable more deserving students to complete Ph.D. in this interdisciplinary field. “We hope that the Rutgers Campaign for the Future will be a vehicle to inspire more donors such as the JAL Foundation who want to provide life-transforming opportunities for worthy students,” said Hawkesworth.

In addition to their course work and scholarship, the graduate students will be immersed in the activities of the Institute for Women’s Leadership consortium, teaching classes in women’s and gender studies, assisting in faculty research, and staffing programs.
Leadership Program Advances Corporate Women

A new group of corporate and professional women began the Senior Leadership Program for Professional Women this September. Cosponsored by the Institute for Women’s Leadership and the Center for Women and Work, the program is designed and conducted by Brigid Moynahan, president of The Next Level, Inc.

If previous graduates are any indication, the 24 participants are in for a stimulating and rewarding experience. The program includes six all-day sessions at the institute where participants explore their leadership strengths, develop a clear strategy and specific plan for advancement, and develop a network of contacts to support their career goals.

“This program is designed especially for high potential women who are seeking to move up in their organizations. The curriculum draws on the expertise of seasoned coaches and the experiences of the women themselves,” said program director Brigid Moynahan.

Graduates of the Senior Leadership program, now in its third year, are especially enthusiastic about the executive coaching and the peer mentoring. Charlene Balfour, senior director with Johnson & Johnson’s PRD’s Global Information Services, noted, “The one-on-one coaching showed me areas where I can exercise my skills more effectively. Another aspect of the program is focused on networking. It’s so important to connect with others.” According to Charlene, the Senior Leadership Program served a role in helping her land a new job within her company including a move from pharmaceuticals to vision care.

This year the Senior Leadership Program will include a workshop on business ethics conducted by Edwin Hartman, director, Prudential Center for Business Ethics at Rutgers and Rutgers Business School professor, and Danielle Warren, assistant professor, Rutgers’ Department of Business Environment and a fellow of the Center for Business Ethics.

To learn more about the Senior Leadership program and how to apply, visit the expanded institute website at http://iwl.rutgers.edu.

ANONYMOUS DONOR PLANS BEQUEST

Fellowship to Honor Mary S. Hartman

A donor who wishes to remain anonymous has made plans for an exciting bequest that will support women’s education and celebrate a remarkable educator. According to institute director of development Lisa Hetfield, the donor has written into her will a generous gift of $350,000 to create the Mary S. Hartman Endowed Doctoral Fellowship in Women’s and Gender Studies. The purpose of the endowment is to honor Mary Hartman for her “extraordinary contributions to women’s education, scholarship, and leadership and to provide financial assistance to doctoral fellows in the Department of Women’s and Gender Studies at Rutgers.”

“The donor advised us of the bequest so that we could publicize the planned endowment and encourage others to contribute to this wonderful and fitting tribute to Mary Hartman,” said Hetfield. “Within a few weeks of the announcement, a Rutgers faculty member came forward with a gift to get the fellowship fund started.”

Mary Hawkesworth, professor and graduate director of the Department of Women’s and Gender Studies, has a lot of reasons for making a $5,000 pledge over five years to the planned Hartman fellowship. “I love the idea of the Mary Hartman Doctoral Fellowship. It not only honors a woman who has done, and continues to do, wonderful things for women and women’s history, but it simultaneously assists emerging women scholars who seek to follow in Mary Hartman’s footsteps.

Earmarking my campaign gift for the endowment fund is one way to contribute to both these purposes in the short term. If other donors contribute to this fund now, it might be possible to support Mary Hartman Fellows before the bequest is realized.”

Institute director Mary Hartman was surprised to learn of the gifts to honor her. “I always thought you had to die before something like this happened,” she joked. Fortunately for all of us, donors can choose to honor people while they are still hard at work expanding educational opportunities and pursuing a vision for women’s leadership.

To find out more about contributing to the Mary S. Hartman Endowed Doctoral Fellowship or making a bequest to benefit women’s leadership, contact Lisa Hetfield at the Institute for Women’s Leadership, 732/932-1463, ext. 649.
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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