The Women's Studies Newsletter is usually published monthly. We welcome announcements or articles from faculty, staff, students and just about anyone else who sends us something. The deadline for submitting your contributions to the newsletter is the 15th of each month of the academic year.

Further information on any item in the newsletter is available in the Women's Studies Program Office, 307A Dimond Library. Office hours are Mondays, Wednesdays, Fridays: 9:00-5:00. Tuesdays and Thursdays 9:00-4:00. Closed: Mondays, Wednesdays, and Fridays 11:00-1:00. Members of the Women's Studies staff include Cathryn Adamsky (Coordinator), Maria Drozd, Dot Lowell, Kim Muench, and Maria Russell (Editor).

The Women's Studies office maintains a library of books, periodicals, resource files, and a file of grants and fellowships available to women. A bibliography of books about women and women's issues which are available at the UNH library is available in the office. Anyone is welcome to stop by and look over what we have. Some of our periodicals are unique and not to be found elsewhere at UNH.

CALENDAR OF EVENTS AT UNH

April 2 & 9 4:30-6:00 P.M. PUBLIC ASSISTANCE FORUM. Students and the general public are invited to attend a Forum on Public Assistance. The two-part series is sponsored by the Women's Commission and the Non-traditional Student Program. Part I - "WHAT YOU ARE ENTITLED TO: PUBLIC ASSISTANCE AND FINANCIAL AID" will focus on the availability of assistance. Part II - "DEALING WITH PROBLEMS AND OBSTACLES: YOUR RIGHTS AS A RECIPIENT" will focus on your rights to receive assistance, due process and appeal. Hillsborough-Sullivan Room of the MUB.

April 2 3:30 P.M. THE ASSOCIATION FOR WOMEN IN SCIENCE, INC.--MEETING-- Speaker - Dr. Nancy Marcus, President-elect, Boston Area AWIS, Associate Scientist, Woods Hole Oceanographic Institution. Carroll Room of the MUB.
<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 3</td>
<td>BAG LUNCH: Panel Discussion: Homophobia: How Do We Recognize It? What We Do to Combat It. Leaf Seligman, Coordinator. Hillsborough-Sullivan Room of the MUB.</td>
</tr>
<tr>
<td>April 4</td>
<td>LATIN AMERICAN FILM SERIES: &quot;When the Mountains Tremble:&quot; a film about Guatemala. Murkland Hall Auditorium. $2.00 Student &amp; Public.</td>
</tr>
<tr>
<td>April 10</td>
<td>BAG LUNCH: MARGO CLARK: Modern Women Sculptors: The Weaker Sex? Hillsborough-Sullivan Room of the MUB.</td>
</tr>
<tr>
<td>April 11</td>
<td>LATIN AMERICAN FILM SERIES: &quot;A Time of Daring:&quot; a film about the civil war in El Salvador, and also &quot;Letter From Morazan?&quot; This film focuses on Morazan Province, El Salvador. Murkland Hall Auditorium. $1 students, $2 public.</td>
</tr>
<tr>
<td>April 12</td>
<td>ALEKSANDRA FLESZAR will speak as part of the Faculty Lecture Series. Her discussion &quot;A Day in the Life of Ivan and Natasha as Perceived by John and Mary.&quot; New England Center's Berkshire Room.</td>
</tr>
<tr>
<td>April 16</td>
<td>FILM: &quot;In the Best Interest of the Children&quot;. A documentary portrait of eight lesbian mothers, their children, attorney and social workers; also deals with the issue of child custody problems for lesbians. Murkland 203, 2:10 PM.</td>
</tr>
<tr>
<td>April 16</td>
<td>LATIN AMERICAN FILM SERIES: &quot;El Salvador: Another Vietnam&quot;. This film focus on the politics and military crisis of El Salvador. Murkland Auditorium. 50c students. $1 public.</td>
</tr>
<tr>
<td>April 17</td>
<td>BAG LUNCH: ANGELA BROWNE: &quot;Violence Between Adult Intimates.&quot; Hillsborough-Sullivan Room of the MUB.</td>
</tr>
<tr>
<td>April 17</td>
<td>LATIN AMERICAN FILM SERIES: &quot;Nicaragua: No Pasaran.&quot; This film is what the New York Post called &quot;a balanced view of the troubles there.&quot; Murkland Auditorium. $2 student/public.</td>
</tr>
<tr>
<td>April 24</td>
<td>BAG LUNCH: BETTY ROBERTS: &quot;Older Women in New England.&quot; Hillsborough-Sullivan Room of the MUB.</td>
</tr>
<tr>
<td>April 24</td>
<td>LATIN AMERICAN FILM SERIES: &quot;Decision to Win.&quot; This film provides an in depth visual essay of life in the &quot;liberated zones&quot; of El Salvador. Murkland Auditorium. $1 students $2 public.</td>
</tr>
</tbody>
</table>

April 9 - May 14
PORTSMOUTH NOW AREA MEETING - Call 749-3196 or 749-4008 for details.
April 16  LESBIAN HEALTH WORKSHOP: Concord Feminist Health Center, 38
South Main St. Concord, NH.

PLEASE NOTE

Next year's Women's Studies Seminar Series ("Bag Lunch") will be held on
Thursdays in the fall (12:30-2:00), and
Wednesdays in the Spring (12-1). We are
alternating times between Tuesday,
Wednesday and Thursday to accommodate
people's various schedules.

CONFERENCES

WOMEN AND WORLD PEACE: Taking Responsibility for our
Future. This conference is sponsored by the Women's Studies
Program and the Center for Continuing Education at The
College at New Paltz. The conference will be held at the
Lecture Center of The College at New Paltz/SUNY, New Paltz,
NY, 12561, April 13. For information call (914) 257-2273.

WOMEN: THE LONG LASTING ONES: A conference on wellness and older women
will be held at the New England Center, Durham, NH on April 27. Sponsored
by UNH Department of Nursing. Fee: $40 (includes lunch). For more
information contact: Kay Chaltas (603) 862-2260.

MAKING A DIFFERENCE: Why do We Need More Women in Electoral Politics?
Wesley United Methodist Church, Concord, NH. Saturday May 4, 9:30-4:30.
Registration: $20 (cover materials), due April 20. Open to women of all
faiths, all parties, and all levels of experience.

CALL FOR PAPERS

Southern Women: Portraits in Diversity. The Newcomb Women's
Center and the Women's Studies Consortium of Louisiana will
be holding a conference September 26-28, 1985, at Tulane
University, New Orleans, Louisiana. The conference theme,
"Southern Women: Portraits in Diversity,"
Interested individuals are invited to submit proposals for
individual papers or complete panels. Deadline for
submission of presentations is May 15, 1985.
Submit materials or address inquiries to: Dr. Beth
Willinger, Project Director, Southern Women: Portraits in
Diversity, Newcomb Women's Center, Newcomb College of Tulane
University, New Orleans, Louisiana 70118.
FELLOWSHIPS

Money for Women Fund provides monies for feminists in the arts for specific needs. Applicants must demonstrate financial need and the awards are not available for educational pursuits or personal study. Write to the fund for an annual report and application forms. Application date is July 15. Contact the coordinator, Money for Women Fund, 207 Coastal Highway, St. Augustine, FL 32084, (904)824-2470.

Business and Professional Women’s Foundation

Career Advancement Scholarship Program: Awarded to women at least 25 years of age and citizens of U.S. who are officially accepted into a program of study at an accredited U.S. institution. The applicant must demonstrate a need for financial assistance and have a definite plan to use this training to improve chances for advancement.

Clairol Loving Care Scholarship: Awarded to women at least 30 years of age with qualifications as above.

New York Life Foundation Scholarship Program for Women in the Health Professions: Established to assist mature women seeking the education necessary for entry into or advancement within a career in the health-care field. Qualifications similar to those for the Career Advancement Scholarship Program. The scholarship does not cover study at the graduate or doctoral level or correspondence courses.

*Applications are available between July 1 and September 1 and again February 1 and April 1 and may be obtained by sending a self-addressed, stamped (40 cents) business-size envelope specifying which application is being requested. Send to: Business and Professional Women's Foundation, Educational Programs Department, 2012 Mass. Ave., NW Washington, DC 20036. Deadlines: April 15 & Sept. 15.
NEWSBRIEFS

CONGRATULATIONS

Penelope Gleeson, a UNH graduate student submitted a proposal to the second annual Yale University Women's Studies Conference on Scholarship On Women. Her proposal was accepted and she will be making a presentation at the conference on April 13 in New Haven. Ms. Gleeson learned about the conference through the Women's Studies Program newsletter (and she wrote me a very nice thank you letter.)

Sarah Sherman attended the "Conference on Women in Higher Education in Orlando, Florida, January 24-26th. Her participation in this conference was made possible by Dean Palmer and the College of Liberal Arts.

Cathryn Adamsky received an award from the UNH Women's Commission for her outstanding contribution to the advancement of the status of women at UNH.

VISITING WOMEN'S STUDIES PROFESSOR FOR 1985-1986

Women's Studies will be sponsor for a visiting professor next year, Dr. Lynette McGrath, who will be here as part of the National Faculty Exchange Program.

Lynette McGrath is a professor of English and Women's Studies, and Coordinator of the Women's Studies Program at West Chester University, West Chester, Pennsylvania. She has been coordinator of the program since 1983. Her areas of interest in English are the 16th and 17th Centuries and poetry of all periods, critical theory and feminist theory.

In the fall she will be teaching English 685, Feminist Poetry, and WS 595. Special Topics in Women's Studies: Survey of Feminist Theory.

We look forward to Lynette's visit to our campus.

MANY THANKS

The Women's Studies Office is about to be the proud owner of a photocopy machine, which should save us much hassle. Many thanks to Dean Palmer and the College of Liberal Arts.
Wage discrimination:  
The 40-cent ripoff

The reality is simple and irrefutable: wage discrimination cheats women.

Underpaying women is an age-old practice. It is also illegal. It is time to give up the old, outmoded (and never accurate) notion that the work done by women is worth less than the work done by men.

What we are asking for is rooted in the most fundamental American belief in justice and fair play—a decent day's pay for a decent day's work. That's all.

As is always the case in the ongoing fight to win full equality for women, winning pay equity will not be easy, and we know we face a determined opposition.

Who supports pay equity? The majority of American people. And women, of course, who are cheated out of 40 cents on every dollar's worth of work they do.

Who opposes it? The Reagan administration, employers and others who see it as "good business" when they can get a dollar's worth of work out of their women employees and only pay 60 cents for it.

The organized movement to discredit pay equity is led by the Reagan administration. For the past year, there have been regular attacks against pay equity (which they call "comparable worth") from the president's spokespeople. In their "concern," they have called it unfair, unintelligent, unsound and un-American. The Republican party platform specifically opposes it.

The opposition campaign is highly sophisticated and clever. Those who don't want women to have pay equity say that it will "cost the taxpayer money." For creating mass hysteria, that's almost as good as shouting "Fire!" in a crowded theater. Its aim is to bypass reason and go straight for the gut. Never mind that where pay equity is implemented voluntarily, costs are negligible. Never mind that the taxpayers will not be at all affected by pay equity for women in private employment. And never mind that for years women have been paying the high cost of sex discrimination.

The proponents of sex discrimination tell the public that pay equity will mean that "men will get paid less so that women can get more." Even more insidious, they say "black men will get less so that white women can get more." These charges are blatantly intended to divide and conquer: to get the people at the bottom of the economic heap fighting each other over their little piece of the pie. They instill in them that one person's improved condition can only be at the cost of another's being worse. In fact, the courts have repeatedly found that no one's pay can be decreased in order to enforce the laws requiring equal pay for equal work.

Opponents also misrepresent the realities of the so-called "free market." In theory, it is presumed to operate strictly according to supply and demand. For instance, if there is suddenly an overabundant supply of nurses, the argument goes, wages for nurses will go down. If the supply decreases below the level of the need for nurses, then there will be greater competition in hiring them, and wages will go up.

That's the theory. Here's the reality:

Far from being uncontrolled, the "free market" is manipulated in any number of ways. Sometimes it is controlled by the business community. For example, for years there has been a chronic shortage of nurses. Instead of the "free market" raising wages for nurses, as the theory goes, some hospitals have imported nurses from other countries to work cheaply. So much for the free market.

In effect, to accept the marketplace argument for women's lower wages is to simply accept present practice, and if that practice is discriminatory, to be it—"that's the way it's always been done!" But we reject that argument. It is biased, callous, and illegal in a nation committed to equal opportunity for all.

Now more than a hundred states and municipalities are working toward implementing, or have already implemented pay equity for their employees. What we have to fight now is the organized opposition that would attack those gains and block further progress. We can, and we will.

---

The "Women's Work" Job Ghetto:

The percentages of women concentrated in job classifications that are historically held by women and consistently paid less than jobs held by men with comparable skills.

<table>
<thead>
<tr>
<th>Job Title (sex)</th>
<th>1973 (percent)</th>
<th>1983 (percent)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child care workers</td>
<td>96</td>
<td>97</td>
</tr>
<tr>
<td>Elementary school teachers</td>
<td>81</td>
<td>83</td>
</tr>
<tr>
<td>Health technicians</td>
<td>72</td>
<td>84</td>
</tr>
<tr>
<td>Librarians</td>
<td>83</td>
<td>87</td>
</tr>
<tr>
<td>Registered nurses</td>
<td>98</td>
<td>98</td>
</tr>
<tr>
<td>Secretaries</td>
<td>99</td>
<td>99</td>
</tr>
<tr>
<td>Waiters, waitresses</td>
<td>92</td>
<td>98</td>
</tr>
</tbody>
</table>

Source: U.S. Department of Labor.

Comparison of point value and salary of selected jobs from job evaluation studies *

<table>
<thead>
<tr>
<th>State</th>
<th>Job Title (sex)</th>
<th>Monthly Salary</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minnesota ** Registered Nurse (F)</td>
<td>$1,723</td>
<td>275</td>
<td></td>
</tr>
<tr>
<td>Vocational Education Teacher (M)</td>
<td>$2,260</td>
<td>275</td>
<td></td>
</tr>
<tr>
<td>San Jose, CA</td>
<td>Sr. Legal Secretary (F)</td>
<td>$655</td>
<td>228</td>
</tr>
<tr>
<td>Sr. Carpenter (M)</td>
<td>$1,040</td>
<td>228</td>
<td></td>
</tr>
<tr>
<td>Washington</td>
<td>Secretary (F)</td>
<td>$1,040</td>
<td>197</td>
</tr>
<tr>
<td>Maintenance Carpenter (M)</td>
<td>$1,707</td>
<td>197</td>
<td></td>
</tr>
<tr>
<td>Illinois *** Mental Health Technician (F)</td>
<td>$1,135</td>
<td>238</td>
<td></td>
</tr>
<tr>
<td>Automotive Mechanic (M)</td>
<td>$1,881</td>
<td>238</td>
<td></td>
</tr>
</tbody>
</table>

* Point values were determined by the employer or by consultants at the direction of the employer.
** See state update (this page) for updates on Minnesota's model plan to ensure pay equity for all employees.

---

From: National Present Times
January/February Issue
If you need help obtaining a child-support order, and/or help collecting child-support payments from the parent who is under a legal order to pay, you should write to the following address for a free copy of the Handbook on Child Support Enforcement.

Dept. 43, Consumer Information Center
Pueblo, Colo. 81009

New Hampshire Women's Lobby: Are you a member? If not, and you would like to help or become informed about legislation affecting women, contact the Lobby, Box 1072, Concord, NH, or call the Lobby Office (224-9105)

This year think of more than one mother on

MOTHER'S DAY

Send a donation in your mother's name — or in the name of an important woman in your life — to the New Hampshire Coalition Against Family Violence. We will send a Mother's Day card featuring the verse and illustration above here to the woman you designate acknowledging your donation. And, in addition, your donation will help further our work to end family violence.

The New Hampshire Coalition Against Family Violence is a state-wide network of volunteer groups committed to ending violence in the home by aiding victims and changing attitudes that allow violence to occur through public education. Local volunteer groups provide 24 hour crisis lines, shelter, advocacy and peer counseling. Most of the victims we aid are battered women and their children. Your tax deductible donation will help the Coalition continue this work.

We are all mothers and children to each other — to nurture, protect, hold and let go.

Please send a Mother’s Day card to those listed below. Enclosed is my tax deductible donation of $5 __ $10 __ $25 __ $____ for each card.

Name: ____________________________
Address: __________________________
__________________________________
__________________________________
Please sign card
From: _____________________________
Zip: _____________________________

Make checks payable to New Hampshire Coalition Against Family Violence.
Mail form by May 1 to NHCAFV, P.O. Box 353, Concord, NH 03301.
WHERE WERE YOU IN 1969?

If you are feeling depressed about how little progress women are making, think back to 1969:

In 1969, "liberals" such as Senator Edward Kennedy and the League of Women Voters were opposed to the Equal Rights Amendment; want ads in newspapers such as the Boston Globe were listed under "male" and "female" columns (the best-paying, most skilled jobs were, of course, "male"); the Parker House Grill in Boston, like many other restaurants, had a "For Males Only" sign out front; Harvard President Nathan Pusey stated that Harvard would accept no more female undergraduates because Harvard's job was to train leaders (adding that women from the Seven Sisters colleges were the dullest, driest lot he had ever encountered); women announcers were unheard on radio because their voices were either "too shrill" or "too provocative"; in Massachusetts, abortions and contraceptives were illegal; rape was a low priority in the criminal justice system, since women "asked for it"; housing discrimination against single women was both legal and common; married women could not obtain credit in their own name and women in their child-bearing years were often denied mortgage loans; sexual harassment at work was commonplace.

---Excerpted from Sojourner, April 1983---

BIOLOGY

"In the last few years, there has developed a new and growing awareness of the role of the female in the natural world. As a result of new research, many stereotyped theories of the past, once accepted as fact, are now being challenged. In the days of monarchies, the largest member of a honey bee colony was automatically designated as the king. Subsequently, however, his royal majesty was detected in the very unkingly act of laying eggs! . . . More recently, there was the question of the Uganda kob. For years the kobs, . . . were thought to live in harems, groups of females headed by rams . . . Buechner investigated further and discovered a kob world filled not with harems, but with free-loving females and territorial males."

Mariette Nowak, Eve's Rib

From "An Informal Compilation of New Considerations for the Academic Disciplines, Cleared from The New Scholarship on Women.

A happy and restful Summer to all!