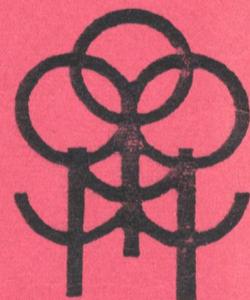


NEWSLETTER

OF THE CPA/SCP



SECTION ON WOMEN & PSYCHOLOGY
SECTION : FEMMES ET PSYCHOLOGIE

January, 1987

Volume II
Number 2

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COORDINATOR'S MESSAGE

Happy New Year to everyone--hope you had an enjoyable holiday period.

Our biggest news is that plans for SWAP participation in the June 18-20, 1987 CPA convention to be held here in Vancouver are progressing very well.

SWAP Institute. The Institute committee (Carol Barker, Naida Hyde, Meredith Kimball, Cathy McFarland, and Jan Scalzo of Simon Fraser University) has been working hard and plans for the Institute to be held at the Hotel Vancouver (convention hotel) June 17 are shaping up well. Now it's up to all of you--to submit proposals on the theme of Women's Self Esteem and Power. All SWAP members have received a call for papers and there is also an announcement in this Newsletter. Everyone who attends the Institutes finds them stimulating, supportive, and a good way to meet women in Psychology from across the country. So plan to attend and send in your proposals!

Saturday SWAP Section Programme. The SWAP section programme we have proposed for Saturday afternoon is a workshop on Feminist Therapy in Practice. The workshop leaders will be Julie Brickman ("Intensive Psychotherapy in a Private Practice Setting"), Sandra Pyke ("Reflections of a feminist therapist"). They will discuss their experiences and views on feminist therapy, but the idea is to have a real workshop with lots of audience participation rather than just presentations and questions. We have requested 2 1/2 hours of programme time so come prepared to participate!

SWAP Business Meeting. I have requested 1 1/2 hours of programme time for the business meeting, to give us time to discuss issues and events in more detail than the usual hour would allow.

Travel Assistance. Remember that if you are presenting at the CPA convention, and you are a member or student member of CPA by March 27, you can apply to CPA for travel assistance funds (which come from a SSHRC grant). Applications forms will be sent by CPA with acceptance notices. The CPA grants do not apply to Institute participation, but, if you are giving a paper at the CPA convention, that will obviously help you get to

Vancouver for the Institute, too. Remember, too, that SWAP provides travel bursaries for students who present papers at the convention or the SWAP Institute. Last year, 6 bursaries of \$75-\$100 were awarded and this year the fund has been increased from \$500 to \$750. Apply to Beth Percival, PEI, after the acceptance is in hand.

SWAP Student Paper Award. SWAP will give an award to \$500 for the best paper given by a student at the convention which advances psychological knowledge about issues of particular concern to women. See the announcements in the September issue of the newsletter and in CPA highlights about submission procedures.

Invited Speakers. Each Division and Section of CPA has the opportunity to submit suggestions for invited speakers for the convention. CPA pays their expenses. Last year, SWAP's suggestions were not taken up, on the basis that we had had an invited speaker the preceding year. This year we will presumably have a better chance, since they can't use the same reason and since the guidelines for selecting invited speakers include a statement regarding affirmative action. The people I suggested were Eleanor Maccoby (I think she was also on the Developmental list), Ravenna Helson, and Nancy Henley. All are in California so their travel costs would be relatively low, which should also help. I haven't yet received a response.

SWAP Executive and Election. The current members of the SWAP executive and the provincial representatives are listed in the September SWAP newsletter. This year we will be holding a mail-ballot election - please send nominations (including yourself) to Chris Storm (Past Coordinator), Psychology, Mount Allison University, Sackville, N.B., EOA 3C0, as soon as possible.

Having run off at the mouth in the September newsletter, I'll be briefer and end here. Please send me any suggestions for agenda items for the June business meeting as you think of them. I hope most of you are planning to attend the Institute and convention--the cheap seats will disappear quickly so book early!

MESSAGE FROM THE EDITORS/MESSAGE DES EDITEURS

We would like to remind all non-SWAP subscribers to the Newsletter to maintain their subscriptions up-to-date by sending \$5.00 per year to remain on the mailing list. Those interested in joining SWAP and receiving the Newsletter may write to the Canadian Psychological Association, 558 King Edward Avenue, Ottawa, Ontario, Canada K1N 7N6 for information. CPA members are also reminded to keep up their memberships to SWAP. The SWAP membership list included in this issue may be incomplete due to the late arrival of SWAP subscription renewals to the CPA office.

Please note that the deadline for reports, announcements, news, etc. for the May Newsletter is April 1, 1987. We welcome information and articles which would be of interest to our readers in either official language. Send submissions to:

Toni Laidlaw & Barbara Luxton
Co-Editors SWAP Newsletter
Education Department
Dalhousie University
Halifax, Nova Scotia B3H 3J5

The editors wish to express their appreciation to Therese Boutilier for her help in the translation work she has done for this issue.

On aimerait rappeler à tous les abonnées non-SWAP du bulletin de bien vouloir envoyer \$5.00 si vous voulez continuer à recevoir le bulletin. Ceux qui désirent devenir membre de SWAP peuvent écrire à: Canadian Psychological Association, 558 King Edward Avenue, Ottawa, Ontario, Canada, K1N 7N6, pour des renseignements. On aimerait aussi rappeler aux membres du SCP de se réabonner à SFP. Il se peut que la liste des membres de SFP incluse dans le numéro soit incomplète. Cela est dû à l'arrivée tardive des réalignements à SFP au bureau du SCP.

Remarquez s'il vous plaît la date limite pour les rapports, les annonces, les nouvelles, etc. Pour le bulletin de mai la date limite est le 1 avril, 1987. On invite de l'information et des articles qui seraient d'un intérêt à nos lecteurs. Ceci comprend des soumissions en français.

CORRECTION

Only the paperback edition of Paula Caplan's book, The Myth of Women's Masochism (to be published in Spring, 1987, by New American Librrary) will contain the history of the struggle about the psychiatric manual DSM-III-R and the American Psychiatric Association's anti-women actions. The hardcover edition of Caplan's book does not contain that material.

MINUTES OF SWAP'S TENTH ANNIVERSARY MEETING:

A "CHAMPAGNE CELEBRATION"

On the twentieth day of June, 1986, at the Annual Convention of the Canadian Psychological Association in Toronto, SWAP held one of its more important meetings in a decade! The occasion was SWAP's Tenth Anniversary. The principal agenda item was the compilation, for the SWAP archives, of an objective and unbiased document outlining some of the major events that prepared the ground for the formation of SWAP, the names and contributors of past and present officers, and the organization's current goals and projected directions for the year 2001. The creator of most of the material was Sandra Pyke, in collaboration with Shake Toukmanian. Other collaborators in the construction of the event were Paula Caplan, Esther Greenglass and Janet Stoppard. The meeting, co-chaired (co-hosted!) by Sandra Pyke and Shake Toudmanian, was scheduled for 2:00 p.m. As this was an open meeting for members and friends of SWAP alike it was well attended. In recognition of the 10th Anniversary theme for the meeting, Annabel Cohen one of the lyricists and musician for the occasion, led the assembly in a resounding and "bubbly" rendition of the "SWAP Anniversary Rag".

SWAP ANNIVERSARY RAG

The Section of Women and Psychology
Is having its tenth anniversary
And we invite you all to celebrate
All of the ups and downs of our fate.

Well, Shake Toukmanian and Sandra Pyke
The mistresses of ceremonies at the mike
Will show us SWAP's efforts have not been in vain
So fill up your glass and toast with champagne.

(chorus)

Do you remember that bygone day
The underground institute

We've come a long way

Hasn't been easy

No downhill ride

AND WE STILL AIN'T SATISFIED.

Following Toukmanian's brief opening remarks explaining the nature, structure and objectives of the meeting, Dr. Kenneth Craig, CPA President, addressing the group, alluded to the many contributions of the Section over the past decade and proposed a toast to SWAP in honour of the historic occasion.

The Past

First to comment in the discussion of the significant events of the past was Christine Storm, past Editor of the SWAP Newsletter. Voicing the sentiments of many women psychologists of the 50s and 60s she said:

There were many psychologists who lived in a shoe
They suffered so much discrimination they didn't know what to do
They contemplated slashing their wrists
But then decided to be feminists

Meredith Kimball, Associate Chair of the Status of Women Committee, and long-standing SWAP member, agreed. But remembering the pivotal role played by many women psychologists who worked within the structure of CPA, such as Mary Wright (President of CPA in 1969, and the first woman president in 30 years of CPA's existence), she had this to add:

Mary, Mary, quite contrary
How did CPA grow?
Through radical stands and repeated demands
Attacking the status quo.

In the view of Barbara Wand, Chair of the 1975 Task Force on the Status of Women in Canadian Psychology, a significant main event leading to the formation of the Task Force and eventually SWAP, was the "underground symposium" organized in 1972 when Virginia Douglas, the second woman President of CPA, was in office. To make her point she had this to say in reference to Esther Greenglass, one of the participants of the York underground symposium:

Come listen colleagues, while I relate
A tale that we can celebrate;
It all began with Greenglass, Esther,
A feminist who thoroughly pestered
The macho psychologists of her time and place
When she told them to their face
They absolutely made no sense
'cause really there's a "World of Difference".

Lorette Woolsey wondered about the historical relevance of the extra-curricular experiences of some of the members of the 1975 Task Force for the proposed archival document. Vicky Gray, another member of the Task Force and Secretary Treasurer of SWAP in 1977-1978, endorsed Lorette's suggestion and proceeded to read an excerpt from Lorette's memoirs of the period.

At the first meeting of the Task Force on women in Canadian Psychology, I recall that, exhausted by our Masterful struggles (after struggling womanfully?) with the crucial issues of the day, we repaired en masse to the nearest watering hole to fortify ourselves with double martinis and other similar symbols of our entry into the male domain of power politics. I think we all felt quite powerful and liberated, because of the resounding resolutions we had framed that day. Anyway, in the midst of this early victory celebration, a bunch of inebriated males at the next table formed the only possible conclusion they could, upon observing a group of women unattended (i.e. un-legitimized) by an accompanying male (I should note that Roger Myers, the only male present at the deliberations, had tottered home, broken in body and spirit at the end of an entire day spend with such voluble and enthusiastic feminists). In Roger's absence, the drunks at

the next table decided that we were prostitutes and proceeded to attempt to solicit us. What a let-down from the hopeful aspirations of how we were changing things for women! What irony! As I recall, we were not notably successful in discouraging these ardent gentlemen. In fairness to our assertiveness skills, I should note that these lovely souls were all completely "stinko". We were reduced to some rather inelegant attempts to impress our status upon them. "We're doctors," we said, "University professors". I still recall with delight the look of mingled disbelief, hilarity and suspicion that greeted this statement. Eventually, our feminist principles gave way to expediency and we abandoned assertiveness for aggressiveness. I must say that the latter was a great deal more effective, despite what feminist theory has to say on the subject.

At this juncture, Lorette interjected with a facetious dedication to the oldest profession.

Winsome Winnie Wingle
strolls around the town
Upstairs and downstairs
in a sexy gown
Doesn't feel exploited;
she disregards the smirk
"I'm better off than most,"
she says
"Hooking's traditional work."

Gerberg (1971, p. 16)

At this point, members agreed that the discussion should focus more on SWAP itself - its history and importance in providing support, legitimacy and encouragement to women psychologists. Pyke opened the discussion by providing a brief background. She informed members that one of the recommendations of the Task Force was that a special interest group on Women and Psychology be established and so SWAP was created in 1976. This piece of information, although well known, triggered a spontaneous chorus of "This Group is Your Group".

THIS GROUP IS YOUR GROUP

(Tune: This Land is Your Land)

This group is my group
This group is your group
From patriarchy
To female synergy
From old boy's club perks
To female networks
This group was made for you and me.

On behalf of all past and present SWAP members who had benefited from affiliation with the group, Mona Abbondanza, the Coordinator of the 1983 SWAP Institute, summed up the sentiments of most who were present as follows:

Little Ms. Muffet
Sat on her duffet
Never able to have her say
Till along came the Section
With a feminist injection
And frightened the chauvinists away.

Following cheers and applause, Toukmanian suggested that a record of the names and single most memorable contribution of the various Coordinators and close friends of SWAP be prepared and included in the archives. This suggestion was unanimously approved.

Elinor Burwell, one of the Founding members of SWAP and Co-Editor of the first volume of the SWAP Newsletter spoke highly of SWAP's first Coordinator, Sandra Pyke, who later became President of CPA in 1982. She said:

Pyke established a SWAP tradition
When androgynizing the Board became her ambition
Refusing to give in
And be called a has-been
She relied on her feminine intuition.

Pyke thanked Elinor Burwell for her kind words and reminded the group that another event of considerable significance for the well-being of women in Canadian psychology was the establishment of the CPA Status of Women Committee in 1977 and that Elinor Ames had chaired this committee in its formative years (1977-1980). Jean Pettifor, herself a significant contributor to the Status of Women Committee for many years, thought that this event should definitely be included in the archives adding that Ames' contribution to CPA, as its President in 1985, should also be remembered. To make her point Jean, in her customary straight-forward manner, turned to Elinor and engaged her in the following exchange:

Jean: Elinor, Elinor
Where have you been
Elinor: I've been to Ottawa to fight the regime
Jean: Elinor, Elinor
What did you there?
Elinor: I frightened Tim Hogan to the roots of his hair.

Lorna Cammaert (current CPA Board member and Chair of the Status of Women Committee) acknowledged the many contributions of Cannie Stark-Adamec, Coordinator of SWAP from 1977 to 1979, Chair of the Status of Women Committee from 1981 to 1986 and the organizer of the first SWAP Institute.

Who is sometimes mistaken for flower child dope
But is really constructed of steel wire rope?
Surely you don't need another clue
It's Cannie Stark-Adamec, that's who.
For a decade she's helped SWAP cope.

Lorna Cammaert's (Coordinator of SWAP in 1979-80) tireless work on the Status of Women Subcommittee to establish guidelines for Therapy and Counselling with women, which were adopted by CPA in 1980, was recognized by Annabel Cohen in the following statement:

Lorna established a code
For clinicians who swerved from the road
The patient tales she heard
Ranged from grotesque to absurd
Though she strived to uncover the mode.

Toukmanian praised the accomplishments of her predecessor, Sharon Kahn who was the Coordinator of SWAP in 1980-81 when she read:

Following Lorna was Sharon Kahn
Over whom the men did fawn,
Far from a flirt,
She's an assertiveness expert
With her skills in the area far gone.

Esther Greenglass was quick to point out that:

Shake Toukmanian assumed the post in '81
In June she thought her work was done
Cause she invited Judy Erola
But forgot to offer any payola
So Erola didn't come.

Janet Stoppard, SWAP Provincial Representative from New Brunswick, reminded us of the work of another SWAP Coordinator, Paula Caplan (1982-1983).

There was once a Coordinator named Caplan
Whose book male critics did pan
Her text on masochism
Created a Freudian schism
But she didn't give a damn.

Beth Percival spoke highly of Hilary Lips, Coordinator of SWAP in 1983-84 when she commented:

Next as Coordinator was Hilary Lips
The one with the invisible hips.
Women who want power
Along with self-rising flour
Can benefit from her tips.

Paula Caplan in turn had this to say about Beth Percival who was SWAP's Coordinator in 1984-85:

A woman named Beth, from PEI
Came into the post with a gleam in her eye
Sexism in texts must end, she cried.
But she couldn't find any, although she tried
So she concluded, what a good Coordinator was I!

One of the members present opined that any review of the past would be incomplete without some mention of the recipients of the SWAP Special Awards. One of the early winners of the "My Favorite Male Chauvinist Award" was Dr. Willie Runquist, a member of the CPA Board of Directors from 1976 to 1979. As Pyke pointed out, Dr. Runquist deserved this prestigious honour for his frequent reference to the Status of Women Committee as "The Committee on Broad Issues".

Elinor Ames suggested Dr. Vern Hoenig's (Chair of the Experimental Division and member of the CPA Board of Directors 1981 to 1983) name for inclusion on the basis of his award for the best male performance in a supporting (if not supportive) role. In 1977 on meeting two women who had just been elected to the CPA Board of Directors, Dr. Hoenig had uttered the immortal line, "So you're the two chicks who beat me out for the Board." It was this performance that inspired Pyke and Ames to show that even tender chicks grow up to be tough old birds, and then when they do, they take their turn at ruling the roost.

Rhona Steinberg, Coordinator Elect of SWAP 1986- , read a memo on this issue from Cannie Stark-Adamec, who was unable to attend the meeting.

Thank you for your invitation to submit nominations for this prestigious award. It provided me with the opportunity to reflect on my past 10 years of heavy CPA involvement. I was surprised to discover just how successful I've been - at repression! But I dug and delved in the septic tank of CPA memories and incidents and people eventually blurbled to the top.

Affairs exploded, gaseously, to the surface of memory. Professional Affairs. Scientific Affairs. Convention(al) Affairs. Bored (sic) Affairs. Quite a blur really. One chauvinist tends to be indistinguishable from another: "they all look alike" after awhile. With this in mind, it hardly seems fair to bestow the honour on only one person. My vote, therefore, is that it should be declared a 2250-way tie.

The Present

Although not yet part of SWAP's history, members agreed that the names of Christine Storm, Coordinator of SWAP in 1985-86, and Tannis Williams, Coordinator in 1986-87, should also be included in the archival document. Speaking of the former, Dvora Trachtenberg (SWAP's student representative for 1984-85) said:

There was a maritimer aptly named Storm
Who was loathe to blow her own horn
Mount Allison is where she sails
Against sociobiology there she rails
We're glad she deviates from the norm.

The floor was then given to Marilyn Hadad who informed us that:

Next came Tannis from the west
Who laid all smokers down to rest
With allergies all arage
Her discomfort isn't hard to gauge
A non-smoking section is her quest.

Continuing this focus on current issues and concerns, the abysmal employment situation for women psychologists came under scrutiny. Reflecting the views of most present, the group joined with Annabel Cohen in a musical review of the experiences of female applicants.

BALLAD OF THE FEMALE APPLICANT

My C.V. is thicker
And my C.V. is slicker
And my C.V. is longer
And stronger
Than you've seen before
But there must be something I've missed
Cause I'm not upon your short list
And I can't even get my little toe in your door.

My C.V. is thicker
And my C.V. is slicker
And my C.V. is longer
And stronger
Than you've seen before
But there must be something I've missed
Cause I'm not upon your short list
And the guy down the hall with no brains at all is a full professor.

Some discussion of the need to recognize the significant contributions of the Coordinators of SWAP Institutes ensued. Concern was expressed about the failure to organize an Institute for the 1986 Annual Convention. Pyke read a communication from Merle Cook and June Fukushima (1985 Institute Coordinators) explaining why the 1986 Institute had failed to materialize.

Once upon a time, there were four people named Everybody, Somebody, Nobody, and Anybody. When there was an important job to be done, Everybody was sure that Somebody would do it. Anybody could have done it, but Nobody did it.

When Nobody did it, Everybody got angry because it was Everybody's job. Everybody thought that Somebody would do it, but Nobody realized that Nobody would do it.

So it ended up that Everybody blamed Somebody when Nobody did what Anybody could have done in the first place.

PATRIARCHY'S FALLING DOWN (tune: London Bridge is Falling Down)

Patriarchy's falling down
Almost gone; left the town

Patriarchy's falling down
My fair Section oh
Mysogeny is on the run
Almost done; Almost done
Here's to our place in the sun
My fair Section oh.

Equality will soon be here
Never fear; it's oh so near
Equality will soon be here
My fair Section oh.

The Future - 2001

Moving to a discussion of SWAP's future role and functions within mainstream psychology and CPA, Toukmanian speculated about the possible proliferation of special interest groups within CPA. Adopting a futurologist's perspective, she envisioned the formation of two new Sections - SNIP, a Section for Neuters in Psychology and SPAM, a Section on Psychology and Men.

Continuing in the futuristic vein, Pyke contended that SWAP might play a facilitating role for these new Sections. To illustrate, Pyke outlined how new sections might follow SWAP's lead in preparing guidelines pertinent to their interests. SWAP could offer help to SNIP and SPAM in the generation of ethical guidelines relating to the treatment of male clients in therapy as well as more general collegial relations between men and women psychologists. The following sample items for the new guidelines were generated at the meeting:

- I When a depressed client reports his sense that he's boring, inadequate and generally worthless, it is unethical to agree with his insight.
- II In a family therapy situation, when the husband is experiencing severe anxiety because his wife is threatening to leave him, it is unethical to offer to help her pack.
- III It is unethical to refer to impotent male clients as "wet noodles".
- IV It is unethical to require your male clients to sit in a high chair and wear a bib.
- V In the cases of male batterers and rapists, it is unethical to recommend Russian roulette as a treatment option.
- VI It is unethical to assume that males exhibiting superior mathematical ability are idiot savants.
- VII It is unethical to recover your dart board with a hologram of Freud or Wilson.
- VIII It is unethical to assume you have no male peers.

Pyke opined that many research projects conducted by women psychologists would achieve international recognition by the year 2001. As an example, she referred to Toukmanian's seminal work with people suffering from hat fetishes and anticipated that this contribution would be so significant that a new diagnostic category labelled Toukmania would be created and included in the DSM X.

An interesting and rather lengthy discussion ensued. It was clear that there was no limit to what SWAP and women psychologists could and would do for the advancement of mainstream psychology. It was decided to continue discussions at SWAP's next general meeting in June 1987, in Vancouver, B.C.

It was then moved by Toukmanian and seconded by Pyke that the meeting adjourn.

We're just two MC's named Toukmanian and Pyke
Whom male chauvinists probably dislike
We hope you've enjoyed this celebration
Of SWAP and women's liberation
And we will now relinquish the mike.

The meeting ended at 3:30 p.m. with a rousing chorus of the SWAP anthem:

THE SWAP ROUND

SWAP in the future
SWAP in the past
SWAP in the present
SWAP to the last
SWAP for you
SWAP for me
SWAP for every women
in psychology

HAPPY ANNIVERSARY SWAP

Recording Secretaries

Shake Toukmanian & Sandra Pyke

OPEN LETTER TO CPA-SWAP, December 5, 1986

This past June, when I was released from hospital after major surgery, I received a very beautiful cyclamen plant from SWAP, along with recovery wishes. I was very touched by and appreciative of this gesture.

The plant has continued to thrive, even if I haven't. In fact, it has just begun to bloom again. I consider this an auspicious omen as I am being scheduled for major surgery, once again, before Christmas.

Incidentally and by-the-by, we anticipate several faculty members, at various ranks, in the very near future (advertisement is hung up in red tape). Having lived for extended periods of time in Montreal, Halifax and Toronto, I find the Prairies astoundingly beautiful.

Sincerely,

Cannie Stark-Adamec, Ph.D.
Head
Department of Psychology

PAST AND PRESENT SWAP OFFICERS

	<u>1986/87</u>	<u>1985/86</u>	<u>1984/85</u>
Coordinator	T. Williams	C. Storm	B. Percival
Past Coordinator	C. Storm	B. Percival	H. Lips
Coordinator Elect	R. Steinberg	T. Williams	C. Storm
Secretary/Treasurer	C. Malmo	C. Malmo	A. Cohen
Newsletter Editor(s)	T. Laidlaw B. Luxton	T. Laidlaw B. Luxton	C. Malmo R. Libert
Graduate Student Representative	J. Scalzo	T. Sztaba	D. Trachtenberg
Provincial Representatives			
British Columbia		C. Bradley	F. Ricks
Alberta			K. Ingraham
Saskatchewan		E. Nelson-Wernick	
Manitoba		B. Gfellner	K. Schultz B. Gfellner
Ontario		C. Presse	A. Cohen
Quebec		M. Abbondanza	M. Abbondanza
New Brunswick		M. Smith	J. Stoppard
Nova Scotia		R. Sampson	R. Sampson
Prince Edward Island		B. Percival	B. Percival
Newfoundland		M. Yu	M. Yu
Institute Coordinators		J. Fukushima M. Cook	
	<u>1983/84</u>	<u>1982/83</u>	<u>1981/82</u>
Coordinator	H. Lips	P. Caplan	S. Toukmanian
Past Coordinator	P. Caplan	H. Lips	S. Kahn
Coordinator Elect	B. Percival	S. Toukmanian	P. Caplan
Secretary/Treasurer	M. Lussier	B. Gfellner	H. Lips
Newsletter Editor(s)	C. Storm	C. Storm	L. Cammaert C. Larsen A. Myers
Graduate Student Representatives	M. Abbondanza V. Wiffen	G. Perodeau	C. Littlefield L. Bateman
Provincial Representatives			
British Columbia		F. Ricks	
Alberta		K. Ingraham	
Saskatchewan		E. Nelson-Wernick	
Manitoba		K. Schultz	
Ontario		A. Cohen	
Quebec		D. Gold	
New Brunswick		J. Stoppard	
Nova Scotia		R. Sampson	
Prince Edward Island		B. Percival	
Newfoundland		M. Yu	
Institute Coordinators	K. Shultz	A. Myers M. Abbondanza	

	<u>1980/81</u>	<u>1979/80</u>	<u>1978/79</u>
Coordinator	S. Kahn	L. Cammaert	C. Stark-Adamec
Past Coordinator	L. Cammaert	C. Stark-Adamec	S. Pyke
Coordinator Elect	S. Toukmanian	S. Kahn	L. Cammaert
Secretary/Treasurer	A. Carson	C. Larsen	C. Larsen
Newsletter Editor(s)	L. Cammaert C. Larsen A. Myers	P. Caplan	J. Wine B. Moses M. Smye
Graduate Student Representative	C. Littlefield	A. Cavoukian	
	N. Hyde	B. Sherwin	

Provincial Representatives			
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Alberta			
Saskatchewan			
Manitoba			
Ontario			
Quebec			
New Brunswick			
Nova Scotia			
Prince Edward Island			C. McNaughton
Newfoundland			
Institute Coordinators	P. Caplan	C. Larsen	

	<u>1977/78</u>	<u>1976/77</u>
Coordinator	C. Stark-Adamec	S. Pyke
Past Coordinator	S. Pyke	
Coordinator Elect		
Secretary/Treasurer	V. Gray	
Newsletter Editor(s)	E. Burwell V. Carver	E. Burwell V. Carver
Graduate Student Representative		

Provincial Representatives			
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Alberta	C. Larsen	C. Larsen	
Saskatchewan	L. McMullen		
Manitoba	H. Lips	H. Lips	
Ontario	J. Boehnert	J. Boehnert	
Quebec	D. Gold	D. Gold	
New Brunswick	D. Mabey		
Nova Scotia	L. Woolsey	C. Stark-Adamec	
Prince Edward Island			
Newfoundland	M. Yu		
Institute Coordinators	C. Stark-Adamec		

SWAP CALL FOR PAPERS

1987 INSTITUTE of the Canadian Psychological Association's SECTION ON WOMEN AND PSYCHOLOGY

Proposals for the program of the seventh Institute of the Section on Women and Psychology (SWAP) of the Canadian Psychological Association are now being solicited. The Institute will be held on Wednesday, June 17, 1987, the day immediately preceding CPA's Annual Convention, at the Hotel Vancouver. The theme of the Institute will be Women's Self-Esteem and Power.

At this Institute we will consider a wide range of issues relating to women's self-esteem and power. Presentations involving original research papers, review papers, clinical issues, theoretical papers and program evaluation relating to the topic are welcome. The format may be a single paper presentation, a workshop, or a symposium. Any presentation that focusses on the study or promotion of self-esteem and/or power in girls or women is welcome. Possible topic areas would include but not be limited to the following: research on power relationships, assertiveness training, empowering women in relationships, aging and self-esteem, employment retraining programs, achievement research, research or workshops focussing on prejudice, discrimination, and stereotyping, body image, fitness and sport, power relationships between therapist and client, and developmental factors that contribute to or detract from the emergence of self-esteem in girls and women of all ages.

FORMAT

Please submit, for proposals of all types, the following:

1. A cover sheet which lists the title of the proposal, the author's names, addresses, phone numbers and professional affiliations.
2. Three (3) copies of a 200-300 word abstract.
3. The approximate amount of time you would require for your presentation.
4. Two (2) stamped, self-addressed envelopes with each submission.

BLIND REVIEW

All submissions will be subject to blind review. To ensure unbiased selection of proposals, please include the requested cover sheet. Do not include that information with the exception of the title, on any other sheet of your proposal. Take care to avoid giving clues to your identity within the abstract and summary.

WHO MAY SUBMIT PROPOSALS

Anyone may submit a proposal regardless of sex, membership (or lack of) in SWAP or CPA, or academic or research positions. Submissions may be made by people in disciplines other than Psychology.

DEADLINE

Proposals must be received by January 30, 1987. They should be mailed to:

Dr. Meredith Kimball
Department of Psychology
Simon Fraser University
Burnaby, B.C. V5A 1S6

Notification of decisions about proposals will be made as soon as possible.

TRAVEL FUNDS

Unfortunately people making presentations at the Institute will not be able to apply for SSHRC travel funds and SWAP does not have travel funds for presenters. However people who also present a paper at the CPA meetings will be eligible for SSHRC travel funds.

If you have any questions about a proposal you may wish to submit please call the Psychology Department (604-291-3354) and leave a message for a member of the SWAP Institute Committee (Carol Barker, Naida Hyde, Meredith Kimball, Cathy McFarland, or Jan Scalzo) and one of us will phone you back.

SWAP APPEL DE SOUMISSIONS INSTITUT 1987

de la Société canadienne de psychologie
SECTION SUR LA FEMME ET LA PSYCHOLOGIE

Nous vous demandons de nous envoyer dès maintenant vos soumissions pour le septième Institut de la Section sur la femme et la psychologie (SFP) de la Société canadienne de psychologie (SCP). Le Institut aura lieu à l'hôtel Vancouver, le mercredi 17 juin 1987, la journée précédant le Congrès de la SCP. Le thème du Institut portera sur L'estime de soi et le pouvoir de la femme.

A cet institut nous considérons une étroite gamme de sujets en relation à l'estime de soi et le pouvoir de la femme. Les présentations originales concernant les recherches sur la communication théorique, les sujets cliniques, les exposés critiques et les programmes d'évaluation relatif au sujet sont les bienvenues. Le format peut-être une simple présentation, un travail d'atelier ou une conférence. N'importe laquelle présentation peut porter sur l'étude ou l'évaluation de l'estime de soi et le pouvoir des filles ou des femmes. Les sujets possibles traiteraient mais ne seraient pas limités au suivant: la recherche sur le pouvoir des relations, l'entraînement positif, le pouvoir de la femme dans les relations, la maturité et l'estime de soi, les recherches faites par les femmes de leurs réalisations accomplies. Les recherches ou travaux d'atelier devraient être centrés sur des préjugés tels que la discrimination, le stéréotype, l'image de soi, la forme physique et le sport, relations de pouvoir entre thérapeute et client, et les facteurs de développement qui contribueront positivement ou négativement au développement de l'estime de soi pour les filles et les femmes de tout âge.

FORMAT

Toutes les propositions, quel qu'en soit le genre, devront inclure ce qui suit:

1. Une feuille couverture comprenant le titre de la soumission, le nom des auteurs, leurs adresses, numéros de téléphone et affiliations professionnelles;
2. Trois (3) exemplaires d'un résumé analytique de 200-300 mots;
3. La durée approximative de votre exposé. Nous ferons notre possible pour vous accorder le temps demandé à condition qu'il soit jugé raisonnable;
4. Deux (2) enveloppes timbrées portant votre adresse.

ANONYMAT DES MANUSCRITS:

Tous les manuscrits seront jugés sous le couvert de l'anonymat. Pour garantir l'impartialité de la sélection, veuillez inclure la feuille couverture qui porte le titre du manuscrit, le nom des autres, leurs adresses, numéros de téléphone et affiliations professionnelles. NE PAS inscrire ces renseignements, à l'exception du titre, sur les autres feuilles et prenez soin de ne fournir dans les résumés aucun indice qui permettrait d'identifier l'auteur.

QUI PEUT PRESENTER UN MANUSCRIT:

Toute personne intéressée peut faire une soumission, nonobstant sexe, qu'elle soit membre ou non de la SFP ou de la SCP ou qu'elle occupe ou non un poste dans le domaine de la recherche ou de l'enseignement. Une personne appartenant à une discipline autre que la psychologie peut aussi soumettre une communication.

DATE LIMITE:

Les propositions devront parvenir avant le 30 janvier 1987, à l'adresse suivante: Dr. Meredith Kimball
Department of Psychology
Simon Fraser University
Burnaby, B.C. V5A 1S6

Les décisions au sujet de l'acceptation des communications seront transmises dans les plus brefs délais.

FOND DE DÉPLACEMENTS:

Malheureusement les personnes qui feront une présentation au institut ne seront pas éligibles au fonds de déplacements du CRSHC, et la SPF n'ont pas les fonds nécessaires pour ces personnes. Cependant les gens qui feront aussi une présentation au Congrès de la SCP seront éligibles au fonds de déplacements du CRSHC.

Si vous avez des questions au sujet d'une soumission que vous aimeriez présenter, veuillez appeler le département de psychologie (604-291-3354) et laissez votre message à un membre du comité de la SFP (Carol Barker, Naida Hyde, Meredith Kimball, Cathy McFarland, ou Jan Scalzo) et on vous rappellera.

NEWS FROM NEWFOUNDLAND

November, 1986 has been an unusually "visible" month for women's studies at Memorial University of Newfoundland.

Two invited women speakers from other Canadian universities, gave presentations to the Memorial community. The speakers were: Dr. Maryann Ayim, University of Western Ontario who spoke on "Taking Women Students Seriously" and Dr. Angela Miles, St. Francis Xavier University, whose topic was "Women's Politics, Women's Party and Social Change."

Barbara Doran, Women's Studies first graduate (1983) brought her National Film Board film on the Nairobi international women's conference to St. John's for its Newfoundland premiere; it was jointly sponsored by NFB and Memorial's Women's Studies, and the St. John's Women's Centre.

Information on the recently-completed multi-media distance education version of Women's Studies 2000, the interdisciplinary Introduction to Women's Studies, was recently presented to the 10th annual conference of the Canadian Research Institute for the Advancement of Women. The display (prepared on behalf of Memorial's School of Continuing Studies and Extension) consisted of the course's print material, plus a 13-minute video-taped lecture component. Cathryn Boak, Educational Technology and Joanne Prindiville, Arts/Educational Technology, were the presenters.

A provincial conference for the Status of Women Councils was held in St. John's, November 28-29, 30, 1986. The theme of the Conference was "Women and Our Work/Philosophy/Issues."

Marilyn Porter, Department of Sociology, is President-elect, Canadian Research Institute for the Advancement of Women. Miriam Yu, Department of Educational Psychology, is the President of the Newfoundland and Labrador Association for Multicultural Education, and a Council member of the Canadian Council for Multicultural and Intercultural Education.

NEWS FROM NOVA SCOTIA

Women and Peace, a Resource Book will be published in January 1987. This 100 page, 8 1/2" x 11", soft cover book illustrates visual art by women from a large exhibition entitled "Women and Peace: visual art of resistance by women from across Canada" which was shown at Mount Saint Vincent University Art Gallery in 1985. The book also includes essays, poems and a resource directory of peace and activism groups. Cost: \$6.00 each.

Write to:

Women and Peace Resource Book
Voice of Women
P.O. Box 3231 South
Halifax, Nova Scotia
Canada B3J 3H5

NEWS FROM SASKATCHEWAN

Two developments at the University of Saskatchewan indicate a growing interest in women and women's studies on this campus. First, a Women's Studies Research Unit was formally established in the fall of 1986. The establishment of this Unit was in response to the realization that a considerable amount of research and teaching in what could be defined rather loosely as "women's studies" was taking place on campus, but that these activities were largely uncoordinated. Goals of the Unit are to promote research and teaching in women's studies and to encourage interdisciplinary communication. Second, the Status of Women Committee of the Faculty Association has secured funding from the Association to conduct a study of the relative status of women faculty on campus. The impetus for this study comes largely from recent data which indicate that, despite more than a decade of affirmative action programs in many Canadian universities, there have been only slight improvements in the status of women faculty members. Results of the survey should be available in the spring of 1987.

NEWS FROM ALBERTA

Paula Caplan spoke to the Edmonton public on October 16 on "Women's Masochism and Other Psychological Myths," and was also a keynote speaker at the annual Psychological Association of Alberta Conference held in Jasper October 17-19.

Psychologists' Association of Alberta, Special Interest Group, Women and Psychology, Calgary Region, Yearly Report to October, 1986

This has been a successful year in terms of member participation and achieving the goals of the group. There are currently 56 members in the group. The group is in the process of developing a registry for a Networking Information System.

Monthly meetings have followed the format of a business meeting followed by professional and personal sharing in small groups on the following topics: issues in private practice; sexuality; impact of therapy on the therapist; balancing personal and professional lives; developing support systems; depression.

There was also one dinner meeting. The after-dinner speaker was Rosemary Liburd of Edmonton whose topic was, "The Joys and Struggles of Integrating into Practice New Learnings on Counselling Women."

The group also organized and co-sponsored the Women Helping Women Conference held at the University of Calgary on May 30th and 31st, 1986. The theme was, "Empowerment of Self and Others," and the keynote speaker was Dr. Lenore Walker. This conference was very successful both in terms of the number of participants and their evaluation of the quality of the conference.

NEWS FROM THE YUKON

The past six months have seen a ground-swell of activity in the prevention of wife assault. The local transition home, located in Whitehorse, has negotiated with the federal government and the local housing authority to allocate one duplex to second-stage housing for women and the Anger Management Program for Assaultive Husbands has been taken over by Probation Services as a rehabilitative as well as crime prevention effort.

The smaller communities are also climbing aboard. Watson Lake, a town of approximately 1500, now has their own women's support group, an anger management program for men, and a network of safe homes. Most recently Dawson City (pop. 750) sponsored a three-day workshop on wife assault and is currently planning a program of public education and establishing safe homes.

Finally a new campaign entitled "Women can't be beat" has been spearheaded by the local public legal education association. This campaign will include distributing a resource kit with information on the law, safety procedures, resources, etc. and follow-up training workshops in each community. It will also include producing bumper stickers, matchbook covers, and bookmarks with the slogan!

NEWS FROM BRITISH COLUMBIA

The Victoria Women's Sexual Assault Centre has prepared a unique manual entitled Working with Survivors of Sexual Assault. For information and to order contact: Victoria Women's Sexual Assault Centre, 1045 Linden Ave., Victoria, B.C. V8V 4H3.

NEWS FROM THE NATIONAL FILM BOARD

The **National Film Board** of Canada is pleased to announce the release of Feeling Yes, Feeling No, a much-acclaimed program on the prevention of child sexual assault. The program is available to educators and helping professionals, in both film and video formats. A comprehensive guide, complete with classroom plans and activities, accompanies the program. An adaptation for use in the home by parents and their children is available in VHS and BETA formats. It is offered at a special price of \$24.95 (plus provincial sales tax). Both the professional and family programs are available at all NFB offices across Canada.

The Next Step is a series of three films that examine what happens to battered women once they decide to leave their violent partners. The films explore the various services a woman will need as she attempts to rebuild her life. Because those needs vary greatly depending on a women's geographic location, the films explore different kinds of programs and services available in urban, rural, northern and native settings. Support material is available for this series. A series of three corresponding, but not identical, French-language films is available, entitled Se debattre. Available from your local NFB office.

NEWS FROM NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN

1. NAC Has Opposed the Removal of Maternity Benefits from the Unemployment Insurance Act

If such benefits were transferred to a general social welfare program, as some business groups have proposed, our benefits would be vulnerable to the application of means-testing and politically expedient cuts (as happened with family benefits). They would also be subject to court challenges by the provinces which hold jurisdiction over labour matters.

2. NAC Has Called for Unemployment Insurance to Extend Maternity Benefits Based on the Current Canada Labour Code Leave Provisions

17 weeks maternity benefits, followed by 24 weeks parental benefits, available to either parent or shared by both adoptive parents. The current maximum is 15 weeks of benefits.

We have consistently called upon the federal government to move in the direction of most European countries that provide up to 11 months of parental leave, often at higher benefit levels.

A recent draft of policy changes from the Canadian Human Rights Commission lends support to the old argument that women only need 6 weeks of benefits for their physical and emotional recovery from childbirth. It also equates maternity benefits and leave with "sick leave". Contact the NAC office for our reply.

3. NAC Has Also Called for Expanded Coverage for Part-time Workers

Currently a worker must work 15 hours or earn \$99 a week to have Unemployment Insurance coverage. As a first step, NAC supports the elimination of the minimum earnings requirement and a reduction of the 15-hour requirement to 8 hours, as recommended by the Wallace Commission on Part-time Work.

Women form about 3/4 of the rapidly expanding part-time job market.

NAC HAS PRODUCED A 60-PAGE BRIEF ON UNEMPLOYMENT INSURANCE WHICH INCLUDES GRAPHS AND STATISTICS. COPIES ARE AVAILABLE THROUGH THE NAC OFFICE IN FRENCH AND ENGLISH AT \$4 A COPY. 344 Bloor Street W., Ste. 505, Toronto, Ontario M5S 1W9 (416) 922-3246

NOUVELLES DU COMITÉ CANADIEN D'ACTION SUR LE STATUT DE LA FEMME

1. Le CCA s'est Opposé au Retrait des Prestation de Maternité de la Loi Sur L'assurance-chômage

Si elles étaient transférées à un programme général d'aide sociale, comme le proposent certains groupes d'affaires, nos prestations pourraient éventuellement être assujetties à des certain groupes d'affaires, nos prestations pourraient éventuellement être assujetties à des vérifications de revenu ainsi qu'aux compressions budgétaires à motivation politique (comme ce fut le cas des allocations familiales). Elles seraient également sujettes à des contestations devant les tribunaux les provinces qui ont juridiction en matière de travail.

2. Le CCA a demandé que les Prestation de Maternité du Régime d'assurance-chômage Soient Rendues Conformes aux Dispositions en Matière de Congé du Code du Travail du Canada en Vigueur, Soit:

17 semaines de prestation de maternité, suivies de 24 semaines de prestations pour un congé parental, offert à un des deux parents ou partagés par les deux (parent adoptifs compris).

La période maximale de prestation est actuellement de 15 semaines.

Nous avons toujours demandé au gouvernement fédéral de suivre l'exemple des pays européens qui accordent jusqu'à onze mois de congé parental, souvent à des prestations élevées.

Dernièrement, un document préparé par la Commission canadienne des droits de la personne apportait de l'eau au moulin de ceux que prétendent que les femmes n'ont besoin que de six semaines de prestations pour se remettre d'un accouchement, tant du point de vue physique qu'émotionnel. On y mettait également sur un pied d'égalité les prestations de maternité et les congés de maladie. Veuillez contacter le secrétariat du CCA pour connaître notre réponse.

3. Le CCA à également demandé que soient améliorées les dispositions gouvernant les employé(e)s à temps partiel

Présentement, une personne doit travailler 15 heures ou gagner 99 \$ par semaine pour être éligible à l'assurance chômage. Le CCA est en faveur de l'abandon du critère du revenu minimum et de la réduction du nombre d'heures travaillées de 15 à 8, tel que recommandé par la Commission Wallace sur le travail à temps partiel. Environ trois quarts des emplois à temps partiel, un secteur en forte expansion, sont occupés par des femmes.

BOOK REVIEWS

FICTION

In Another Country. By Susan Kenney. New York, Viking Press, 1984.

Reviewed by: Marcie Bell, Vancouver, British Columbia.

Many books have been written in the past two decades by women who have described from various perspectives the complexities of growing up as girls in the fifties. The conflicted relationships with parents, the awkward struggles of adolescence, the tortured efforts to become autonomous women in the face of adversities have all been chronicled time and again. Often, it is easy to remain untouched to forget the book upon reading its last page. It is more than a pleasant relief, then, to discover a book which vividly depicts the intense, urgent efforts of a woman coming to terms with the vagaries of an unfair, uncaring world. Susan Kenney's In Another Country is such a book.

This novel, comprised of six interlocking stories, has as the main character, Sara, initially an eleven year old child living in Ohio with her family and later, a woman coping with the chronic breakdowns of her mother and the potentially terminal illness of her husband. Throughout the collection Sara manages to maintain her intelligent view, cultivate her resilience and face the seemingly inevitable pain with an abiding personal strength. Yet she remains vulnerable, easily shaken by old ghosts and leavetakings - forever the bereft child.

One of the most poignant images Kenney renders is that of twelve year old Sara frantically trying to explain away the reality of her father's body as she stands in front of his coffin. She dances around the grotesque truth, rejecting what her eyes tell her, convincing herself that the body is that of an imposter or that her father is playing a horrific trick of some sort.

"The body certainly bears a strong resemblance to my father; I can see how someone might have made a mistake...The face is not unlike my father's but I have never seen him so still, not even in sleep, so flattened out and smoothed...The lips look fake, too broad, false-looking, added on like the pink wax lips my friends and I sometimes buy for a joke at the dime store. I sigh and tap my foot, shift my weight in the unfamiliar high heels, look around the room wondering what to do next. Then out of the corner of my eye I see the chest rise and fall."

One easily becomes that stunned and despairing child, wrenched from the relative safety and protection of childhood, hurtled into an anguish so startling that it must be denied. The reality for Sara is that her beloved father has already started to fade and with this abandonment comes Sara's realization that nothing will ever be the same. She will be haunted throughout her life by this profound loss. She senses her father lurking on the periphery of her life and of her dreams even as she forgets him.

"But after awhile even the dreams stop and he becomes no more than a faded recollection...I remember almost nothing specific about him, not his voice, his shape, the clothes he wore, the color of his hair...How odd, how could I forget? But I forget again. With so ethereal a memory, I am safe from grief."

In "Facing Front", which received the 1982 O. Henry Award for best short story, Kenney details the excruciating deterioration of her mother's sanity. Five years after he father's death, her mother has her first breakdown, forcing Sara to have her committed. Years later, Sara realizes her mother has always resisted acceptance of her widowhead, alternately mourning her husband and hating him for leaving her.

"Of course she couldn't turn around and look behind her, because that meant facing up to what she had lost. So often while growing up I would see her walk out of the house with her hair flattened and matted at the back, her dress unzipped at the top, the hem falling down...the facade of her life must have seemed plausible enough to her as she skimmed past it, resisting my attempts to make her look around and see its incompleteness; the flat walls propped up with angle irons and toothpicks, sandbagged into place, the doors leading into rooms that did not exist, and stairs dropping off into empty space. And there we were, my sister and brother and I, trying to pick our way through the debris."

And Sara continues to pick her way through debris, warding off disaster, illness, loss, taking care as best she can, protecting her children, willing her husband to live, even, as in the final story, "The Death of the Dog and Other Rescues" nursing her aged, injured dog back from near-death. It is impossible not to applaud her tenacity or to remain aloof from her enduring grief. In spite of these unremitting crises, one is left with a hopefulness, a belief, a sense of commitment to carry on, to love, to forgive. As she tells her husband, "...if there's a way to find you, I'll find you wherever you are in that other country, I'll find you." And she realizes that,

"...this is not an expression of power, or certainty, or even of belief, but only of my own determination never to give up, never to let go. I might look and look, that much is in my power, but who is to say I would ever find?...I'm thinking of my father, dead these twenty-eight years, and how a part of me has been looking for him all this time, still hoping there'd been some mistake...we are alive so little and dead so long, and even in the memories of those who want to keep us we fade away."

For those privileged to read Susan Kenney, it will be discovered Another Country does not fade quickly.

NON-FICTION

The Social Psychology of Female-Male Relations: A Critical Analysis of Central Concepts. Edited by Richard D. Ashmore and Frances K. Del Boca. Toronto, Academic Press, 1986.

Reviewed by: Vera K. Corfield, University of Calgary

It is generally recognized that a need exists to bring together and organize research on gender-related topics. A need is also recognized for a theoretical umbrella to help integrate scattered theoretical contexts that were utilized in the past. Richard Ashmore and Frances Del Boca have undertaken the tasks of correcting these shortcomings. In fact, in this book they went further and outlined an approach which they hope will be a first step toward a social psychology of female-male relations. This is a timely book which makes for interesting reading.

In the first chapter Ashmore and Del Boca point out that since most of the research was conducted in the United States, and since the contributors to the book are American, any conclusions may have to be limited to the American scene. They go on to outline a model of human nature for use in the analysis of gender relations. Their model depicts men and women as both cognitive creatures and social beings. They point out that the implications of this model include the notion that men and women are preprogrammed to respond to other people and to their culture, and that psychological events always occur in a social context.

The next three chapters of the book focus on individual level constructs. Phyllis Katz begins this section with a discussion of the development and consequences of gender identity. She states that gender identity is a multifaceted psychological construct that includes cognitions about gender, internalization of norms, expectations and stereotypes, and affective evaluations. She identifies six developmental antecedents (e.g. socialization influences, biological factors) and three behavioral consequents (e.g. behavioral enactment including dress and sexual behavior) of gender identity. Her meticulous discussion of the problems involved in defining the construct adds to understanding the complexity of gender identity.

In discussing the possibility of changing the sex-role template parents transmit to their children, she points out that children have a cognitive predisposition to be sensitive to dichotomous categories, which may lead them to accentuate sex differences. However, she considers change from our present categorical thinking desirable and possible. She recommends that parents not exaggerate sex differences in children. She thinks, considering the enormous overlap, maleness and femaleness would be better not defined as antithetical.

This is an extremely well written chapter. Katz' critical evaluation of the literature relevant to each developmental stage, along with her careful analysis of the construct, results in research ideas almost jumping from every page.

The second chapter in this section by Richard Ashmore, Frances Del Boca and Arthur Wohlers, is on gender stereotypes. The authors' review of existing literature is somewhat negative. They consider the methodologies used to be inadequate to evaluate gender stereotypes. In addition, they believe stereotypes as generally discussed do not adequately represent thinking about gender differences. They would like to see more research based on principles of thinking drawn from social cognition.

The third chapter dealing with individual constructs focuses on gender-related attitudes. The authors, Frances Del Boca, Richard Ashmore, and Margaret McManus, review existing literature and find it wanting. They point out that research has focused on the assessment of gender-related attitudes. They believe that it is time to move on to a wider variety of methods. They elaborate on a cognitive-social-psychological framework presented in the previous chapter on stereotypes. It proposes that sex stereotypes and gender-related attitudes are located within the individual's long term social memory and are embedded in a larger system of beliefs and evaluations pertinent to gender.

This first section of the book is consistent in finding methodological and other shortcomings in the existing research. The authors point out in some detail what, in their views, needs to be done, and the issues that need attention. All three chapters depict women and men as both cognitive and social in nature.

The second part of the book focuses on men and women in interpersonal relationships. The first chapter in this section is by Ted Huston and Richard Ashmore, and deals with men and women in personal relationships. The authors discuss theories relevant to understanding male-female relationships and present a descriptive-analytic model for studying them. This is followed by a discussion of conceptual and methodological issues related to seeing gender as a cause of phenomena occurring in relationships. The authors state that males and females at all stages of life are subject to quite different cultural forces. They argue that gender is a construct involving a number of dispositions and situational contexts which are correlated. Together they influence each gender to develop different patterns of relating to others. The usual approach to understanding relationships in extant research and theory assumes that individual males and females bring a set of stable personal dispositions to a relationship and then attempt to work out an arrangement which will result in marital satisfaction. The framework advocated by the authors however, is that close relationships are best thought of in terms of interaction and interdependence. The relational patterns are shaped by dispositions and perceptions, but dispositions are altered as a result of the character of the relationship.

Anyone working in the area of gender relations could benefit from the conceptualizations and the critical review of the literature included in this chapter in order to refine theory and research directions. While the notions discussed have been around for some time, the authors deserve full credit for their integration and application of these to female-male relationships.

The second chapter dealing with relationships is by Graham Staines and Pam Libby. It focuses on gender roles. Staines and Libby argue that the traditional global approach to sex roles in which the male or female role applies to all domains of life has not proved useful. They favor an alternative, the role-specific approach (Lopota & Thorne, 1978), which examines social roles that are enacted by both sexes (e.g., worker, spouse, parent) and asks what difference gender of the incumbent makes. The definitional differences between the traditional and role-specific concepts have important implications for research. Acceptance of the role-specific approach by researchers may reveal sex differences that would otherwise be overlooked.

The authors review the literature with respect to three major social roles: worker, spouse, and parent. These roles were selected because they account for a broad segment of human experience. This approach made it possible for the authors to arrive at some interesting conclusions on existing findings. To illustrate: occupancy of the work role is positively associated with marital satisfaction among men, but negatively associated among women. Their review very clearly points out the kind of research that is needed to fill in the gaps in our knowledge.

Staines and Libby outline the implications of the role-specific approach for understanding social relationships between individual women and men. The different forms of sex segregation at work mean that when men and women interact at work they do so on different terms. The sexes meet as people who do different kinds of work, have different levels of power and prestige, and there may be tokenism and problems related to number. Such differences make gender highly salient in the workplace. Implications for the marriage and parent roles are also discussed. Staines and Libby conclude this chapter with the statement, ". . . the absence of sex differentiation in roles . . . may contribute to better social relationships between women and men in all major social roles. It is a possibility worth investigating."

This chapter presents a very careful analysis which promotes insights throughout. It injects freshness into an area which seemed to have stagnated, having nothing left to offer.

The third chapter on relationships is written by Kathryn Bartol and David Martin on the topic of women and men in task groups. They review the literature on groups without designated leaders, groups with designated leaders, and leader selection. Each section is followed by a critique of the extant research in terms of methodology and conceptualization, and they specify which topic areas need to be researched.

The final section of this chapter presents conclusions and recommendations for future research. The major conclusion is that the findings do not indicate inherent differences between males and females. They discuss three possible alternative explanations to explain the findings: the influence of gender roles, status, and tokenism. However, they point out the inadequacy of this kind of explanation, and suggest instead an information processing approach. They

offer schema theory as a more useful tool in better understanding observed differences in male-female behavior. According to Taylor and Crocker (1981), schemas enable individuals to structure their environments, to control what information will be encoded or retrieved from memory, to help fill in data missing from a stimulus configuration, to provide bases for solving problems, to provide a template that individuals can use to evaluate their experiences, and to provide a means for anticipating the future. Thus Bartol and Martin suggest that when a task group contains both males and females, individuals may use the gender of participants to select schemes that help them to decide what are appropriate behaviors under the circumstances. They further indicate that research needs to be done to achieve a better understanding of schemas that individuals use to assess roles where gender is a relevant variable. Since schemas and stereotypes are roughly equivalent, the chapter on stereotypes may be seen to mesh with this theoretical position as well.

In the final chapter Frances Del Boca and Richard Ashmore present a model for the social psychological analysis of intergroup relations. They discuss female-male relations as an instance of intergroup relations. They go on to suggest a systems approach to the six social-psychological building blocks (gender identity, stereotypes, attitudes, etc.) discussed in the book. They believe all six topics are involved in a reciprocal causal network.

The need for research is emphasized in this chapter as in those that precede it. Specific strategies for research designs are suggested, and specific questions that need to be answered are posed. This book is a gold mine of research ideas for graduate students interested in gender-related topics. The critical evaluations of extant literature, the suggestions as to the directions research should take, along with a start toward theory development, make this one of the most useful, stimulating, and, I would guess, influential books written on gender-related topics. This book is likely to alter the nature of research and theory in this area of investigation. It is thoroughly documented, extremely well organized, and clearly written. It would make an excellent text for graduate or advanced undergraduate courses. The editors have managed to avoid problems often associated with edited books. Their guiding hand may be seen throughout. They have produced an integrated whole. Their goal was to provide a beginning to the building of a new field in psychology, the social psychology of female-male relations. They have achieved their goal admirably.

References

Lopata, H.Z. & Thorne, B. (1978). "On the term 'sex roles'". Signs, 3, 718-721.

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Feminist Marxism or Marxist Feminism: a Debate. Edited by Pat Armstrong, et. al. Toronto, Garamond Press, 1985.

Women, Class Family and the State. By Varda Burstyn, Dorothy Smith, & Roxanna Ng. Toronto, Garamond Press, 1985.

Reviewed by: Pauline Barber, Halifax, Nova Scotia.

A now formidable corpus of feminist scholarship has invigorated the social sciences. Can you imagine, or do you recall, when explanations of social life placed women at the centre of hearth and home; a nurturing compliment to the public, political male? This was presented as the natural order of things in North American Sociology until relatively recently. 'Sociology of the Family', as one of the few subfields in the discipline to acknowledge women, was a prime culprit. Further skirmishes with sociology written in the 1950's, 60's, and all too often the 70's, will also reveal a variety of typical experiences for women such as getting divorced, childlessness, remaining unmarried, etc., being described as unnatural, deviant. Clearly, today, we recognize that these sociologists were doing no more than mirroring the pervasive ideology of gender so successfully entrenched post world war II and through the 1950's in North America.

Why a sexist, male dominated social science would/could present ideology in the guise of science, using description to stand for explanation, is one story. And why social processes/conflicts, including those posed by feminist critiques, have challenged this particular idea of the gender division of labour - namely the naturalness of the 'life-long intact nuclear family' assigning economic and political functions to the male and nurturing and emotional functions to the female - is another, if not the over-riding issue.

As Meg Luxton notes in her introduction to the three essays presented in Feminist Marxism or Marxist Feminism: A Debate, the most helpful theoretical resource for articulating the nature of women's oppression in capitalist societies derives from the analytical tools of marxism. Given Marx's concern to explain the inter-relationships between a society's material conditions, the basis for meeting people's needs, and the social relations arising from these, the theory has potential for the examination of central social institutions such as family and state. As men of their time Marx and especially Engels had noted some oppressive aspects of the sexual division of labour and property relations in families in capitalist society. However, serious problems have been identified in their treatment of women. What to do about this motivates lively discourse in feminist theory, a discourse well represented in both books reviewed here.

Three essays in the Marxism and Feminism volume explore the strengths and weaknesses of classical marxist theory through reference to a series of articles which came to be known as 'the domestic labour debate'. From the wisdom of hindsight, it is possible to write large criticisms of various arguments proposed in the original debate. In this instance the legacy of the debate is debated.

It is impossible to even summarize the various contributions to the initial exchange which struggled to include women's work on behalf of other members of the household, into the parameters of marxist theory. Marx and Engels had little to say about this work located in the domestic sphere, or what can also be called the arena of social reproduction. Of much greater concern for them were relations of production where labour exchanged by workers in return for a wage could be calculated according to the labour theory of surplus value. Domestic labour, argued some theorists, could be incorporated into this theory of value despite the fact that work in the home took place outside of, although not independent from, the commoditised market. Impossible, retorted others and so it went.

This debate is now generally credited with reformulating questions rather than suggesting answers in theoretical puzzles. As a result of these pioneering endeavours women's work, for wages and on behalf of others, is accorded serious consideration in marxist and even mainstream sociology. In the first essay in Feminist Marxism or Marxist Feminism: A Debate, Pat Armstrong and Hugh Armstrong provide an excellent overview of the domestic labour debate (no mean feat given the complexity of the issues and the obfuscation in some of their sources). Marxist methodology is, they conclude, adequate for the task of theorising gender. That is, the sexual division of labour specific to capitalism can be analysed in conjunction with social class.

Angela Miles writes the second essay in Feminist Marxism or Marxist Feminism. Through reference to a Canadian collection of essays on the domestic labour debate, Miles views the orientation of the debate less positively. In her opinion, economism pervades the book Hidden in the Household (edited by Bonnie Fox). Miles' argument is exemplified through specific references from the Fox volume, a strategy of argument which presupposes some familiarity with this book. Preoccupation with the economic aspect of the relations between women and men, it is argued, supercedes any commitment the contributors to Hidden in the Household might have to (radical) feminist theoretical and political concerns. Unfortunately, Miles' point of view would have been more clearly expressed to those readers unfamiliar with the domestic labour debate had she been able to refer to the Armstrong essay.

The final essay in this book by Patricia Connelly clearly situates the author's perspective relative to the other contributors. This is most helpful. Connelly seeks to resolve the problem of conceptualizing gender within Marxist theory through reference to the work of British scholar, Michele Barrett. Using Barrett's distinction between the overall abstraction, **the capitalist mode of production**, and **the social formation**, which includes the full arrangement of various modes of production which can/will be co-existent in any given capitalist society, Connelly allows for disjunction between class and gender struggles. In her scheme this is neither marxism with feminism tacked on, nor feminism with class tacked on. The significance of 'getting it right' theoretically is clearly expressed by Connelly (and in a final response to Connelly from Pat Armstrong and Hugh Armstrong) with a concluding list of issues for the marxist feminist agenda.

Roxanna Ng introduces the companion volume Women, Class, Family and the State. Here, in longer essays Dorothy Smith and Varda Burstyn explore ways in which social class analysis, again based on the essentially genderless marxist model, might be related to a theory of women's oppression as this is intensified in industrialized societies. Patriarchy, conceptualized as "men's political and personal domination over women" is linked to various social institutions which legitimate and perpetuate the class structure in Smith's analysis. Institutional processes, for example education, are constructed to orchestrate both ruling class and patriarchal hegemony. Parts of Smith's text will make fascinating reading for anyone interested in the subordination of women through the workings of various agencies of the state. Theoretically inclined readers may, however, find Smith's terminology and her periodicisation of historical developments less rigorous than Burstyn's. Rejecting the concept of patriarchy, or rather choosing to reserve it for a particular set of productive relationships, Burstyn offers the concept gender class. Masculine dominance plus the idea of groups in a particular set of oppositional relationships are suggested by Burstyn's replacement. In the rest of her paper, this author charts much the same territory as Smith but with different emphases. These articles are thus quite complementary and informative.

Another version of this introduction to these two books on recent feminist scholarship might present a different scenario, one that is less optimistic. The above assumes we, members of society and academics both, all now appreciate the ideological hegemony which precipitated the construction of the stream-lined nuclear family of the 1950's. An institution justified, politically and in other ways by a distorted albeit expedient 'misunderstanding' of women's capabilities and experiences. And yet, there are many signs of an anti-feminist, anti-women backlash. We see this in the state's desire to retreat from established levels of commitment for social and economic programmes. Funding supporting women as marginalized workers, as single parents, as victims of violence, for day care, for health clinics, and so on, is already inadequate.

If you listen carefully you will also hear echoes from the 1950's evoked in the rhetoric of those who mourn the decline of the nuclear family in the 1980's. We must ask the key question "Whose interest were/are served by this retreat into ideology?"; a retreat which ignores current Canadian family practices in terms of membership, organization, and economic strategies in favour of a male dominated 'ideal type' family. As sociologist Margrit Eichler states in her book Families in Canada Today, one breadwinner nuclear families provide no guarantees that women's and children's economic and emotional needs will be met. In fact, as research probing women's and children's experiences emerges, the situation is quite the contrary for significant numbers of abused and impoverished women (and children both directly and indirectly). No matter that this new talk is sometimes labelled feminist.

Our understanding of the implications of the various positions being espoused in the social policy arena, especially those invoking familism must be informed by historical, anthropological, political, sociological, analyses of the structure of relations between women and

men; in short, uncompromising feminist theoretical understandings. Debates in feminist theory offer powerful suasion not to accept the surface appearance of political issues. Further, feminist analyses present compelling grounds for the inevitability that church, state, and corporate interests will act in ways to perpetuate the domination of women as a group by men as a group.

Indeed, it is urgent because of current political and ideological trends that the debates detailed by these authors receive exposure to a wider audience than might ordinarily read/listen to this work. Garamond Press is to be congratulated for publishing these attractive affordable books. One final caution - read patiently. The language is chosen to communicate precisely and most of the authors clarify the concepts they develop while outlining their arguments in these highly recommended, necessarily challenging books.

References:

Eichler, Margrit (1983). Families in Canada Today: Recent Changes and Their Policy Consequences. Toronto: Gage.

Fox, Bonnie (ed.)(1980). Hidden in the Household: Women's Domestic Labour Under Capitalism. Toronto: Women's Education Press.

Love and Success: Achieving the Crucial Balance. OTHERWISE ENGAGED. The Private Lives of Successful Career Women. By Dr. Sully Blotnick. New York, Penguin, 1986.

The Managerial Woman. By Margaret Hennig and Anne Jardin. New York, Pocket Books, 1978.

Reviewed by: Marli Ramsey, Dalhousie University, Halifax, Nova Scotia.

As you can see, it's a bit difficult to tell what the title of this book is. Otherwise Engaged is in larger print though. What caught my interest were the two subtitles, from which I assumed that the book dealt with successful career women, and how they balanced their personal and professional lives. However, I wouldn't consider most of the women discussed as successful on either count. Oh yes, one woman was a doctor, but her annual earnings were less than the average American doctor; and another made it to the vice president level of an organization, but she was fired because she became "impossible to work with" (her husband was becoming a success as a writer and she couldn't stand the attention he was getting so she divorced him).

Generally, the book describes the personal and professional lives of a random sample of women taken from a population of 3,466, over a period of twenty-five years or so, from the 1950s through the early 1980s. The author and his researchers are very thorough in their work. They talk not only to the subjects, but to their peers, friends, bosses, subordinates, and lovers to find out what is thought about these women at work and play, and why they are attracted to their various men. However, I wasn't really interested in finding out how many lovers each woman had and what their sexual relations were like.

I was also both amused and disturbed at some of the statements made in the book and I can't resist relaying a few of the more choice ones:

"...But it is critical to note that until tech types lost their monopoly on the national limelight, there could not have been and there wasn't - a women's liberation movement...now they could be important, but only in business..."

"...white collar women who were in their twenties and thirties during the 1970s and, even more so, in the 1980s were copying the personality characteristics and public behaviour of blue-collar men..."

"...any woman who is looking for the ideal level of expectations and energy to make the time she devotes to her work more productive - and her relations with her coworkers as free of friction as possible - should first fall in love..."

"...most of the talented, energetic, and highly motivated women in our sample who failed did so because instead of being consumed by love, they were consumed by their invisible audience and rendered frantic, unable to either love or achieve..."

I found comments such as these, especially the latter two, offensive and ridiculous. If the point the author is trying to make is that your personal life needs to be in a state of array in order to focus more clearly on your professional life, I can concur. But I can't help thinking that this attitude that you have to be "getting it" every night is clouded by the gender of the author.

On the other hand, The Managerial Woman, a somewhat "older" account of career women, is much more interesting, enlightening, and definitive. The Managerial Woman is about women in business. It's about "...their assumptions, perceptions, and behaviour; men in management and the organizational environment; and real and potential outcomes for both men and women in terms of career advancement..." Its objective is to help men and women understand "the critically different beliefs and assumptions which they hold about themselves and each other, about organizations and a management career."

To reach this objective, the book looks at the life and careers of twenty-five women who by 1970 had reached top management positions in business and industry. It examines general assumptions made by women and men with regard to careers, team-playing, risk-taking, and roles and styles in organizations, and compares these assumptions to those held by the sample of twenty-five. It describes how these women were shaped throughout their childhood, adolescence, college, first career decade, and career maturity, and reveals that the women who succeed all have identifiable traits in common.

The Managerial Woman is an enlightening, authoritative book that provides real insights into women who've made it into the highest level of management of the male-dominated corporation, and finally, it offers critical advice to women who may not share the advantages of the twenty-five to break into the ranks of success.

U P C O M I N G C O N F E R E N C E S

Challenge the Future Canadian Guidance and Counselling Association May 19-22, 1987 Toronto, Canada

The theme for the 1987 Canadian Guidance and Counselling Association Conference in Toronto is "Challenge the Future". Counsellors today must not accept the status quo and, individually and collectively, they need to challenge the often apathetic and sometimes negative attitudes that many hold toward the future. A positive and dynamic approach to change is essential. Counsellors must take up this challenge and help others to do the same.

Keynote speakers - Frank Feather, Norm Gysbers, Sunny Sundal-Hansen, and John Vriend. Feature presenters - John Allan, Libby Benjamin and Garry Walz, Rene Dawis, Pierrette Dupont, Richard Kinnier, Benjamin Schlesinger, Donald Super, and Jim Vargo. For more information contact:

CGCA Conference '87
c/o Mrs. Diane Eckler
20 Carnwath Crescent
Willowdale, Ontario, Canada M2P 1J5

CALL FOR PROPOSALS Celebrating our Lives

Third Annual Women Helping Women Conference Calgary, Alberta May 29-30, 1987

This third annual conference will focus on the theme of SELF-NURTURING. Possible topic areas include building support networks and community; self-care through the arts, relaxation and meditation; survival skills for powerful women; supervision for feminist therapists and students; creative visualization; healing grief, pain and anger; enriching relationships; feminist management; and feminist spirituality. You are encouraged to submit a proposal which will enhance understanding of self-care and advance feminist psychology. Presentations could take one of the following forms: workshop (2 hours); individual paper (30 minutes including questions); roundtable (1 hour); panel (1-2 hours); creative presentation. The deadline is January 31, 1987. Submissions must include:

- a typed 200 word proposal including the title and description of presentations. Also include a description of qualifications and clarify the application of your topic to feminist professionals helping themselves
- the actual proposal and the "Proposal Information Page" available from the following address:

Women Helping Women Conference
Ann Laverty
University of Calgary
University Counselling Services
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

Women's Worlds: Visions and Revisions

Trinity College, Universtiy of Dublin

Dublin, Ireland

July 6 - 10, 1987

This will be the third Interdisciplinary Congress on Women, which is held every three years. An all-embracing theme was chosen for the 1987 congress so as to enable researchers, theoreticians and practitioners in the sciences, medicine and health-care, the humanities and the creative arts, in development, government and politics, in education, business and industry, to expand and deepen, our knowledge and understanding of women's worlds: reinterpreting our past, examining our experience of the present, creating our visions of the future.

Previous congresses have attracted over 600 women and men from approximately forty countries.

For more information contact: Third International Interdisciplinary Congress on Women
44 Northumberland Road
Dublin 4, Ireland

Participants travelling from North America to attend this conference can avail of special travel facilities by contacting:

Congress + Expositions Ltd.
Suite 1900, One Park Avenue
New York, N.Y. 10016
Telephone: (800) 235-6400
Telex: 225917KNYG
Contact person: Naomi Kalsak

Women's Studies Summer Institute

Institute of Education, University of London

July 13 - August 7, 1987

This is an opportunity to pursue an advanced course in one of three areas of feminist research:

Early British Women Writers with Dr. Dale Spender.

Cross-Cultural Black Women's Studies with Dr. Andree Nicola-McLaughlin and Noreen Howard.

European Feminist Research and Theory with Dr. Diana Leonard and Renate D. Klein.

Other speakers include: Birgit Brock-Utne; Christine Delphy; Maria

Mies; Gloria Joseph; Senta Tromel Plotz; Suzanne Scafe; Ailbhe Smyth; Janet Todd.

For more information contact: Margaret Littlewood/Centre for Research and Education on Gender/Institute of Education/University of London/ 20 Bedford Way/London WC1HOAL England.

CONFERENCE REMINDERS

The Association for the Care of Children's Health Twenty-Second Annual Conference

May 24-27, 1987
Halifax, Nova Scotia

For further information contact:

ACCH
3615 Wisconsin Avenue N.W.
Washington, D.C.
20016, U.S.A.

Weaving Women's Colors: a Decade of Empowerment

Spelman College
June 24-28, 1987

For registration and further information on the conference contact:

Eleanor Hinton Hoytt
Sally M. Gordon
NWSA '87
P.O. Box 21223
Emory University
Atlanta, GA 30322 USA
Telephone: (404) 727-7845

EMPLOYMENT OPPORTUNITIES

CLINICAL PSYCHOLOGIST

St. Martha's Hospital, Department of Psychiatry
Antigonish, Nova Scotia

The successful candidate will hold a Ph.D. in Psychology, will have had some experience and will be able to provide psychological services, including psychometrics, to a mainly adult patient population. A new facility is under construction.

Must be eligible for registration as a psychologist in the Province of Nova Scotia.

Applicants should submit curriculum vitae to:

Department Head
Department of Psychiatry
P.O. Box 1417
Antigonish, Nova Scotia
B2G 2L7

CHAIR*, DEPARTMENT OF EDUCATIONAL PSYCHOLOGY Faculty of Education, University of Alberta

The University of Alberta, Faculty of Education invites nominations and applications for the position of Chair* of the Department of Educational Psychology. The Department offerings include courses and programs in basic theoretical educational psychology, measurement, special education, and counselling and school psychology.

The Department has 45 full- and part-time faculty members and 7 secretarial staff. There are approximately 200 graduate students.

The position should be filled by July 1, 1987.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary will be commensurate with qualifications and experience.

Applications or nominations, accompanied by a curriculum vitae and the names of three references, should be sent by January 31, 1987 to:

Dr. R.S. Patterson, Dean
Faculty of Education
University of Alberta
Edmonton, Alberta
T6G 2G5

*The notice received by the editors used the term chairman.

EDUCATIONAL PSYCHOLOGIST

Port au Port Roman Catholic School Board,
Stephenville, Newfoundland

Applications are invited for this position to service the Port au Port Peninsula, Bay-St. George Area under a shared services arrangement.

Qualifications: Candidates must possess a Masters' Degree in Educational Psychology or equivalent. Preference will be given to candidates with a Doctorate in Educational Psychology or who are engaged in post-graduate study.

Experience in the school setting would be an asset for this position.

Apply to: Mr. Andrew D. Butt, Superintendent
Port au Port, R.C. School Board
P.O. 5200
Stephenville, Newfoundland
A2N 3M5

ASSISTANT PROFESSOR

The University of Saskatchewan
Department of Educational Psychology

Applications are invited for a tenure track position at the Assistant Professor level in the area of Vocational and Career Counselling. Applicants must have a completed, or nearly completed, doctorate. Successful teaching experience at the elementary or secondary school level and at a university will be an asset. Responsibilities include: teaching of undergraduate and graduate courses; supervisor of practica; thesis supervision, the development of programs; research that leads to publication in professional journals; and public service. SALARY RANGE: \$29,501 - \$40,000, currently under negotiation.

Applications for this position will be accepted until February 15, 1987. Employment date - July 1, 1987. Both men and women are encouraged to apply.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Send applications, with detailed curriculum vitae and names and addresses of three referees, to:

H.W. Savage, Head
Department of Educational Psychology
College of Education
University of Saskatchewan
Saskatoon, Saskatchewan S7N 0W0

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION
Department of Applied Psychology

Innovative program in community psychology seeks feminist scholar to teach and supervise master's and doctoral level students.

The candidate must have a Ph.D. and be appointable to the Graduate School of the University of Toronto. The successful applicant should have some combination of expertise in health and mental health service delivery, social services delivery, social policy analysis. Applicants should be working from a critical perspective, preferably with an interdisciplinary focus and with applied experience in one or more of the above areas.

Rank, for this tenure-track appointment, is open depending on qualifications. This position is available July 1, 1988, or possibly earlier, but applications including an up-to-date curriculum vitae and the names of three or more referees should be submitted by February 27, 1987 to: **Dr. Michael Fullan, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario M5S 1V6**

In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA

Two new tenure-track positions are becoming available at the University of Victoria. The proposed areas are (1) Learning and Development, (2) Measurement, Evaluation, and Computer Applications in Education. Interested persons should inquire to: **Dr. Brian Harvey, Chair, Dept. Psychological Foundations, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2**

ASSISTANT PROFESSOR

Carleton University, Department of Psychology

Subject to budgetary approval, the Department of Psychology of Carleton University invites nominations and applications for a preliminary (tenure track) appointment at the rank of Assistant Professor. A completed Ph.D. in psychology is required, as is evidence of excellence in teaching. The candidate must have a strong record of research in developmental psychology. Letters of application are invited from qualified women* and men, and should include a curriculum vitae and copies of recent publications. As well, three letters of recommendation should be sent directly to **Dr. Bill Jones, Chairman, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6**. Letters of application are invited by no later than January 31, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

*The Department of Psychology is conducting an affirmative search for qualified female candidates.

(PLEASE POST)

SWAP TRAVEL BURSARIES FOR STUDENTS

The Canadian Psychological Association Section on Women and Psychology is offering travel bursaries to students in psychology who are interested in attending the Canadian Psychological Association Convention in Toronto, Ontario, June 19, 20, 21, 1986. Priority for the travel bursaries will be given to those students whose papers have been accepted for the CPA convention programme and who need the money to help defray their expenses.

Interested students should write a brief statement delineating their reasons for wanting to attend the convention.

Submissions in either French or English should be sent no later than April 15 to:

Dr. Beth Percival
Department of Psychology
University of P.E.I.
Charlottetown, P.E.I. C1A 4P3