

# The CCWH Newsletter

## The Newsletter for the Coordinating Council for Women in History

### THOUGHTS ON THE OAH, WORK, AND LEANING IN SUSAN WLADAVER-MORGAN

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Within days of my return from the annual OAH conference in San Francisco in April, I started reading Sheryl Sandberg's *Lean In: Women, Work, and the Will to Lead*, which some friends and I had chosen as the inaugural project for our new book group. Somehow, the conference and the book have been conversing in my mind in what I hope will prove useful ways for the women who make up the majority of CCWH members.

In addition to many women presenters and fine panels, this year's OAH seriously considered questions of how to bring the history we study to wider audiences and also how to support more effectively the

people who teach it. In addition to sessions on new scholarship, the conference had panels on public history careers, the job market, community colleges, and high schools. But the single most relevant panel for the largest number of historians—perhaps women historians in particular—was probably the one on “Non-Tenure Track Historians: A Conversation About Past and Present” (thanks to Mary Ann Irwin for sharing her excellent notes with me).

According to the panel (and many other sources, including *The Chronicle of Higher Education and Academe*, the AAUP bulletin), the proportion of part-time faculty has more than doubled in the last 40 years—they now make up 50 percent of all faculty. On top of that, 75 percent of higher education faculty, whether part-time or full-time, now work in non-tenure track positions, leaving only 25 percent as tenured faculty. This trend shows little sign of stopping, much less reversing.

Colleges and universities justify such policies in terms of economics and flexibility. That is, they claim that they can't afford to provide full-time, secure employment to most of those who carry out their educational mission because it costs too much, even as the

ranks of administration continue to grow. They insist they need to hire instructors at less than 0.5 FTE (full-time equivalent), who teach the biggest classes at the worst times with no graders, in order to avoid paying for health insurance and pension expenses. And full-time and/or tenured and tenure-track faculty, who are often underpaid as well, are supposed to feel grateful that they have comparatively better job security and a wider variety of courses they can teach.

The panel discussed the very real and immediate problems that “contingent” faculty face. In the absence of full-time positions or the assurance of any employment at all beyond the end of each term, many become “freeway flyers” who teach at multiple schools just to make ends meet. Sometimes they take on more courses than a full load would be because they have no guarantee of any classes the next term or they fear getting dropped from the job queue altogether if they say no to an offer. Routinely having to teach summer school (in order to have any summer income) means that time to do their own research and writing becomes the most precious commodity of all. They are rarely allowed to take part in faculty governance—in other words, they have no role in determining the conditions under which they work. They have to make do with fewer resources (office space, tech support) even when

## THOUGHTS ON THE OAH, WORK, AND LEANING IN

### SUSAN WLADAVER-MORGAN

they teach more students. Still more demoralizing, these conditions bespeak a lack of respect for them and their work—from the administration, from full-time faculty, and often from their students.

So what can we do to improve this situation? The panel suggested a couple of approaches. One relies on unions to demand and bargain for better rights and working conditions for all faculty, tenured or not. Alexandra Nickliss from the City College of San Francisco described the long, patient, and ultimately successful campaigns by her college's local union to win health benefits and priority access to full-time positions for part-timers; these succeeded largely when full-time and part-time faculty made common cause.

But that can be a tough sell, as Elizabeth Hohl of Fairfield University pointed out. She was coming to the end of her third three-year contract and decided to use her remaining time to help other adjunct faculty at her school. She convinced the Academic Council there to set up a task force on the subject; the report will come out this November. She decided not to use the social justice argument of equity or fairness (we all know how well that worked in winning the vote for women in the nineteenth century!). Rather, she took as her first principle that the status of part-time faculty would not improve without the support of full-time faculty, and the way to win that support was to appeal to full-time faculty's self-interest.

And here's where Sandberg's book comes in. The chief operating officer of Facebook, Sandberg admits that she came late to accepting the proud title of feminist, even as she was behaving like one, because she thought the battles had all been won. But now that she has reclaimed her feminism, she encourages other women to "lean in" to their careers, to seek full-time, challenging work, to advocate openly for themselves and for other women, and to "sit at the table" where the real decisions get made because women have earned their place and belong there.

For academics, employment takes a different form than it does in business, with fairly rigid career paths. Sadly, an apparent conflict exists between the interests of full-time and part-time faculty—the pie, adminis-

trations tell us, is so pitifully small that even a little more for you means less for me. Sandberg herself reports some research showing that, "once a woman achieves success, particularly in a gender-biased context, her capacity to see gender discrimination is reduced." Might that not also apply to those who have finally achieved tenure in a very tight job market? That is, they might well think, "maybe the situation is not really that bad—after all, *I* made it."

So how can part-time and non-tenure-track faculty persuade full-time faculty that they share a common cause? Hohl used Student Learning Outcomes as the centerpiece of her approach. As the ever-smaller percentages of full-time tenured faculty wind up bearing more and more responsibility for departmental committee work, faculty governance, advising and counseling, serving on thesis committees, writing letters of recommendation, and so on, they too become over-burdened, burned out, and less effective and creative teachers, let alone scholars. This situation offers an opening where part-time faculty can lean in with creative solutions to share more of the workload—in exchange for support from full-time faculty for larger FTEs, better benefits, longer-term contracts, resources, eligibility for teaching awards, and the respect that part-time colleagues deserve. Having a broader range of faculty sharing responsibility for their common work of teaching students produces a win-win solution for all faculty *and* for students. But it won't happen until all faculty recognize that they are on the same side in the fight to educate the next generation.

Women in the workplace have historically experienced many of the same disadvantages that non-tenured and part-time faculty face now—lower pay, fewer resources and benefits, minimal say, and less respect. This should not come as a surprise, since women still predominate among non-tenured faculty. The CCWH has long advocated for both women and part-time faculty in the academic profession, and we want to keep building on the slow gains we have won so far. Please help us to generate ideas that get all faculty—women and men, tenured or not—to lean in, listen to each other, and sit at the table. Together.

## NOTES FROM THE EXECUTIVE DIRECTOR

### SANDRA TRUDGEN DAWSON

Many of us are winding down the academic year and looking to the end of the semester. The summer months of research, writing, or rest beckon! As graduation looms, our students are nervous and excited.

This graduation I am nervous and excited, too. My friend and colleague Taylor Atkins and I nominated Layli Miller-Muro, the founder and executive director of the Tahirih Justice Center, for an honorary PhD from Northern Illinois University. The Tahirih Justice Center is a charity based in Washington, DC, and is devoted to providing pro-bono legal advice as well as medical and social services to immigrant women who have been trafficked into the US or who are in abusive domestic relationships.

The center was founded in 1997 after Miller-Muro, as a law student, took up the case of a Togolese teenager, Fauziya Kassindja. The young woman fled to the United States to avoid ritual female genital mutilation and to escape a polygamous marriage. Ms. Kassindja was detained by the Immigration and Naturalization Service and imprisoned for a year and a half, while Ms. Miller-Muro worked on her case. In June 1996, Ms. Kassindja became the first woman in US history to be granted asylum based on the threat of gender-based violence in her homeland. The two women went on to write a bestselling book, *Do They Hear You When You Cry?* Miller-Muro used her portion of the royalties to start the Tahirih Justice Center.

Miller-Muro is also working to end exploitative and abusive practices in the international marriage brokerage industry. Brokers involved in supplying mail-order brides from the developing world to American men who demand docile, “traditional” wives have responded with a smear campaign and even death threats against Miller-Muro for her efforts.

I tell you about Miller-Muro for many reasons. Few people in the United States know about the center or the work that is being done. *Do They Hear You When You Cry?* makes a great discussion starter in classes that cover issues such as cultural relativism, human rights, female genital cutting/mutilation/circumcision, gender inequality, and immigration. Lastly, most academic institutions offer honorary PhDs. The award can be an opportunity to spread the word about women’s issues and about women who make a difference. Do you know anyone you could nominate?

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### CCWH Awards 2013

Please tell your colleagues and graduate students about our awards. The deadline for each award is 15 September 2013.

**The Ida B. Wells Graduate Student Fellowship** (\$1000) is awarded to a graduate student completing a dissertation in any department. The dissertation must be historical in nature and one that interrogates race and gender. The award is intended to support either a crucial stage of research or the final year of writing. The applicant must be a graduate student any department of a US institution and must have passed to ABD status by the time of application.

**The CCWH/Berks Graduate Student Fellowship** (\$1000) CCWH/Berks Graduate Student Fellowship is awarded to a graduate student completing a dissertation in a history department. The award is intended to support either a crucial stage of research or the final year of writing. The applicant must be a graduate student in a history department in a US institution; must have passed to ABD status by the time of application and may specialize in any field of history.

## NOTES FROM THE EXECUTIVE DIRECTOR

### SANDRA TRUDGEN DAWSON

**Nupur Chaudhuri First Article Award** (\$1000), named to honor Nupur Chaudhuri, former executive director and co-president of the CCWH, is awarded to the author of the best first article published in the field of history by a CCWH member. The article must be published in a refereed journal in 2011 or 2012. The article need not be women's history and any field of history will be considered.

**The Catharine Prelinger Memorial Award** (\$20,000) is awarded to a scholar of excellence. This award, named for Catherine Prelinger, a former CCWH president and nontraditional scholar, is intended to enhance the work of a contemporary scholar whose academic path has not followed the traditional path of uninterrupted study, moving from completed secondary, to undergraduate, then graduate degrees, followed by a tenure-track faculty position. This award is intended to enhance the ability of the recipient to make a contribution to women in history, either through scholarly or professional activity.

## CCWH MEMBER NEWS

**Renate Bridenthal** has edited a new forthcoming publication, *The Hidden History of Crime, Corruption, and States* (October 2013), focusing on how lawbreakers and lawmakers have related to one another on the shadowy terrains of power over wide stretches of time and space.

**Deborah Dinner** finished her second year teaching at Washington University in St. Louis School of Law. Her 1-L property students kept her particularly busy, and she also taught a course on the Reconstruction Amendments and a legal history seminar on "Law and Social Movements." Her article, titled "Strange Bedfellows at Work: Neomaterialism in the Making of Sex Discrimination Law," is forthcoming in the *Washington University Law Review* in early 2014. She is also working with the history department to plan a conference on "Capitalism: A Ghost Story" for September 2014.

**Amy Essington** published *Faculty Learning Community Planning Guide, with Milt Cox and Laurie Richlin* (Los Angeles: International Alliance of Teacher Scholars, 2012) and a review of *Sports and American Art: From Benjamin West to Andy Warhol* by Allen Guttman in *History: Reviews of New Books* (February 2013). She presented "The Conference Proposal and Presentation: Tips for Success" as part of the roundtable "First Steps: Getting Started as History Professional" at the American Historical Association Annual Meeting (January 2013).

If you have a new book, article, or conference presentation, have recently graduated or won a recent promotion or teaching award, have completed professional service, or have other professional news to share, send it to [newsletter@theccwh.org](mailto:newsletter@theccwh.org).

The CCWH newsletter will now be published four times a year with the following submission deadlines:

The February issue has a submission deadline of January 15.

The May issue has a submission deadline of April 15.

The August issue has a submission deadline of July 15.

The November issue has a submission deadline of October 15.



## CCWH MEMBER NEWS

Dr. **Laura Fishman** has retired as the Chair of the Department of History and Philosophy at York College, City University of New York, and is now Professor Emerita of History. On March 3, 2013, in honor of Women's History Month, she presented "Breaking Boundaries: The King Manor Association and the Women's Club Movement," part of the "Talking About History" series at the King Manor Museum in Jamaica, Queens, NY.

**Julie A. Gallagher's** new book, *Black Women and Politics in New York City* (University of Illinois Press, 2012), documents six decades of politically active black women in New York City who waged struggles for justice, rights, and equality not through grassroots activism but through formal politics.

**Jacquelyn Dowd Hall** delivered the 35th Annual Merle Curti Lectures at the University of Wisconsin-Madison and the Littlefield Lectures at the University of Texas-Austin. She discussed UNC's Southern Oral History Program, of which she was founding director, in a podcast, "Good to Great at Carolina: Lessons in Leadership," conducted by Chancellor Emeritus James Moeser (<http://www.youtube.com/watch?v=XBtR8193aMI>). In the spring of 2013, she received the Mary Turner Lane Award from UNC Chapel Hill's Association of Women Faculty and Professionals. The award is presented annually to a woman judged to have made an outstanding contribution to the lives of women on the UNC-Chapel Hill campus.

**Landon R. Y. Storrs**, associate professor of history at University of Iowa, published *The Second Red Scare and the Unmaking of the New Deal Left* with Princeton University in November 2012.

## ANNE FIROR SCOTT

Anne Firor Scott, a prominent and groundbreaking historian of Southern women for more than fifty years, has been moved to a residential home where she can be better cared for. Her eyesight is failing, but she is a fierce spirit and would love to hear from us. Anne Scott inspired so many of us, so if you are so inclined, feel free to correspond with her:

Anne Firor Scott  
750 Weaver Dairy Rd., Apt. 3103  
Chapel Hill, NC 27514

## OUR NEW WEBSITE IS LIVE! SANDRA TRUDGEN DAWSON

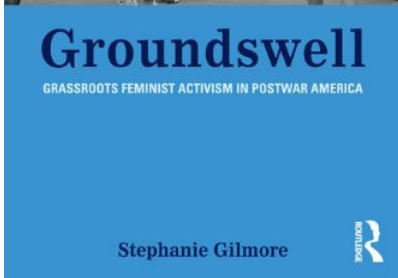
Many of you will have noticed that the CCWH website looks different these days—we have a new look and some exciting interactive elements on the site. In the future we hope to have a CCWH blog as well as other social network features. The award applications for 2013 are posted. Please encourage your colleagues, friends, and graduate students to navigate the website and apply for the awards. We are looking into online membership and will let you know when that feature is available. Many thanks to Sara Kimble for all her hard work on this project and to Susan Kullman for the design. Please take a look at the website and email any suggestions for improvements or updates to [web@theccwh.org](mailto:web@theccwh.org) or [execdir@theccwh.org](mailto:execdir@theccwh.org).

## BOOK REVIEW: JULIE R. ENSZER UNIVERSITY OF MARYLAND

*Groundswell: Grassroots Feminist Activism in Postwar America*. Stephanie Gilmore. London: Routledge, 2013. 182 pp. \$34.95. ISBN 978-0-415-80144-7.

Stephanie Gilmore's wonderful new study of the National Organization for Women (NOW) contributes to the continued analysis of the history of NOW by examining local NOW activists. Joining Maryann Barakso's *Governing NOW: Grassroots Activism in the National Organization for Women* (Ithaca, NY: Cornell University Press, 2004), *Groundswell* utilizes three case studies of local NOW chapters in Memphis, Tennessee; Columbus, Ohio; and San Francisco, California, to demonstrate that NOW was not simply a liberal feminist project. NOW chapters engaged in a variety of forms of feminist activism informed by a variety of theoretical insights. In addition to challenging the classification of NOW as a liberal feminist project, Gilmore illuminates conflicts within feminism about lesbianism with keen analytic insights, employs intersectional analyses extensively, and provides a compelling narrative about the failure of the Equal Rights Amendment (ERA).

Given the size of NOW, it is surprising that there is not a published history of the organization. Other feminist organizations from the 1970s have fared better. *Ms. Magazine* has at least three books analyzing it, and the Redstockings, the Furies, the Boston Women's Health Collective, and others make prominent appearances in feminist history. The disparity in scholarly treatment may be a result of the attentions of the women involved in



the organizations: perhaps NOW's national leaders focused more on political outcomes than book production. Yet, the absence of a monograph on the history of NOW becomes more glaring as the years progress.

Without a thorough, attentive history of NOW, NOW's story emerges through books like *Groundswell*. Gilmore's second chapter offers a brief history of the founding of NOW, with appropriate credit to Friedan but highlighting many people responsible for creating and building NOW between 1966 and 1972. By examining local activism, Gilmore tells the story of NOW "from below." She emphasizes an organizational narrative grounded in locations other than Washington, DC, or New York City. This strategy highlights the pervasive character of feminism during the 1960s and 1970s. Women throughout the United States, not simply privileged women in urban locations, embraced feminism and feminist activism. Thus, the lack of attention to NOW in feminist history actually creates an opportunity for contemporary scholarship. Rather than constructing narratives that emphasize national organizing

and lionize a handful of movement leaders, the emergent history of NOW emphasizes the perspective of local activists, activists who were prominent in their home communities as feminists but did not have national recognition. As Gilmore deftly demonstrates, attending to the local alters how we think about NOW and also how we think about the history of the women's liberation movement more broadly.

One story feminist scholars have examined extensively and to multiple ends is the lesbian direct action at the 1970 Congress to Unite Women, which NOW co-sponsored. Lesbians stormed the stage, protesting Friedan's statements about the "lavender menace." Gilmore recounts this action to suggest that it "illustrates

## BOOK REVIEW: JULIE R. ENSZER UNIVERSITY OF MARYLAND (CONT.)

how NOW's history is not just one of the national board members" but multiple stories about individual chapters. Individual NOW members grappled with "lesbianism in a feminist context" and advocate "on behalf of their friends and fellow feminists" for lesbian rights (p. 39). Gilmore's nuanced treatment of this episode joins Sara Warner's recent vibrant retelling of the story in *Acts of Gaiety: LGBT Performance and the Politics of Pleasure* (University of Michigan Press's Triangulations Series, 2012). Both narratives contribute more nuanced understandings of this "zap action."

Gilmore consistently casts an analytic eye to conflicts about lesbianism within NOW activist communities. She unearths delightful new stories about Del Martin's and Phyllis Lyon's engagement with NOW. She unveils conflicts about softball within chapters as conflicts about the visibility and leadership of lesbians. Most importantly, she demonstrates that, when examined through a local lens, the issues of NOW with lesbians nationally are mediated, addressed, and resolved in multiple ways in local chapters.

Gilmore's attention to lesbianism is one of many intersectional lenses employed seamlessly throughout her analysis and narration. By grounding each of the chapters in diverse local communities, Gilmore has analytic space to consider sexual orientation, race, age, and class. In the conclusion, she writes,

Persistent racist, classist, and homophobic actions permeate the histories of feminism nationally and locally, as do overt challenges to these actions and perspectives. And, from these missteps, we see the development of deeper analyses of feminist perspectives that operate from anti-racist, anti-homophobic, and anti-classist points of view. With reflexivity and political education in the histories and deep roots of sexism, racism, classism, and homophobia, we are much more able to address local issues with myriad tactics toward goals of social justice. (p. 128)

*Groundswell* is an example of the "development of deeper analyses" for histories that inform social justice goals.

A delightful subplot in *Groundswell* is the compelling history of the ERA from the perspective of grassroots feminist activists. Providing just enough narrative about the national political machinations, Gilmore demonstrates how the campaigns for the ERA affected local feminist activists. It is a riveting story.

*Groundswell* is an important study of NOW and feminist activism during the 1960s and 1970s. It joins work by Anne Enke, Kimberly Springer, Anne Valk, Nancy Wittier, Judith Ezekiel, and Winifred Breines in rethinking the women's liberation movement. *Groundswell* reinforces the power of the local as a feminist analytic, illuminates the shape and character of conflicts about lesbianism, employs an effective intersectional analysis, and tells important stories about the ERA, feminism, and feminist activism.

## PUBLISHED A BOOK? HAVE IT REVIEWED!

If you have recently authored, co-authored, or edited a book, please let Whitney Leeson (CCWH book review editor) know, as we would like to have it reviewed for the newsletter. Whitney's email is [wleeson@roanoke.edu](mailto:wleeson@roanoke.edu).

## PAYING IT FORWARD

### SUSAN WLADAVER-MORGAN

President Al Camarillo announced an important new initiative at the recent conference of the Organization of American Historians in April. The OAH is now offering a category of sponsored memberships, through which current members of the OAH can buy a full OAH membership for current or recent students (within a couple of years of getting their degrees) for only \$35. The idea is to introduce recently minted MAs and PhDs, as well as current students, to the organization and get them involved early. Membership includes reduced registration costs and encourages many opportunities for networking, so buying a sponsored membership represents both a way to support our younger colleagues at a critical juncture of their professional lives and ensuring that good organizations like the OAH remain a resource for the generation that comes after us.

But there are many other ways to pay it forward and support our younger colleagues. Buying memberships in regional associations or in some of CCWH's affiliates, especially at the student level, is amazingly affordable. For instance, student memberships in both the Western Association of Women Historians and the Southern Association for Women Historians cost only \$10 and entitle members to apply for prizes and fellowships. What better way to mark a milestone in a student's graduate career—like advancing to candidacy, for instance—than to buy her a membership in an organization you believe in and encouraging her to submit a paper proposal to an upcoming conference.

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Taking full advantage of all that conferences have to offer can prove difficult for students, in terms of both travel costs and the more expensive social events at professional meetings. Several organizations have funds dedicated to these purposes. The Pacific Coast Branch has a fund that offers \$200 toward travel expenses for graduate students who are presenting at its conference. The OAH's Committee on Women solicits funds from various women's history organizations to subsidize free luncheon tickets for students, and individual contributions are also welcome. Coming at the same problem from a different direction, the Coalition for Western Women's History pressured the Western History Association to include a place on its conference registration form where people could donate an amount of their choice to allow students to attend one of the conference's event meals for free; to date, scores of students have thus been able to participate more fully in the profession.

Finally, we can pay it forward by contributing generously to the prizes and fellowships that our various organizations offer. The CCWH, together with our sister organization the Berkshire Conference on Women's History, successfully raised over \$15,000 last year for the AHA's Joan Kelly Prize, more than making up for the shortfall caused by the recent economic unpleasantness (how's that for a euphemism!). We are currently working to raise additional funds for the Nupur Chaudhuri First Article Prize and the Catherine Prelinger Award for a non-traditional scholar; we hope eventually to have sufficient money to endow these awards permanently. Both of these support people at the beginning of their careers.

Most of us would not be where we are in the profession today without the support—moral, intellectual, emotional, *and* financial—of those who came before us. Now it's our turn to pay it forward, so that those who follow us will also be able to help young historians yet to come.



## NEWS FROM THE SOPHIA SMITH COLLECTION, SMITH COLLEGE

### KATHLEEN NUTTER BANKS

A celebration, “An Activist Archives,” in honor of retiring director Sherrill Redmon and the seventieth anniversary of the Sophia Smith Collection, was held on February 3, 2013, at Smith College. The festivities included a keynote by Gloria Steinem, a conversation with Alison Bechdel about her award-winning graphic memoir *Fun Home*, and the panel “Activists and Archives: Allies for Social Justice,” featuring activists Loretta Ross and Katsi Cook, with students who have worked with their papers, Anna Holley and Marianne Bullock. For more information, go to <http://www.smith.edu/libraries/libs/ssc/news/news-event70th.html#schedule>

#### New Resources:

- Alliance Against Women’s Oppression (AAWO). International women’s rights organization. Records 5.75 linear ft., 1980–1989.
- Eastman-Goodale-Dayton Family, author. Teacher, social reformer, poet, farmer. Papers: 17 boxes, 6.5 linear ft., 1861–2010.
- Anne Morrow Lindbergh, Author. Poet, aviator. Papers: 162 boxes, 81 linear ft., 1892–1993.
- Adaline Pendleton Satterthwaite, Physician. Birth control advocate. Papers: 33 boxes, 16 linear ft., 1917–2005.
- National Women’s Health Network. Women’s health advocacy organization. Records: 239 boxes, 103.25 linear ft., 1963–2011 (Bulk: 1976–2000).
- Southern Women, the Student YWCA, and Race (1920–1944). Collection: 5 boxes, 2 linear ft., 1920–1944.
- Third World Women’s Alliance (TWWA). International women of color grassroots network. Records: 3.5 linear ft., 1971–1980.

For more information about accessing these or any of our other collections, please visit <http://www.smith.edu/libraries/libs/ssc/access.html>.

## CONFERENCE CALL—SARAH LAWRENCE COLLEGE

The Sarah Lawrence College Women’s History Graduate Program will continue its tradition of holding an annual conference combining women’s history and activism. This year, the conference theme is “The Newer Normal: Global Perspectives on Sexuality and Gender.” We invite scholars, artists, writers, and activists to submit proposals for papers, readings, workshops, and performances that explore all aspects of gender identity, particularly those works that call into question gender binaries. Individual papers are welcomed but panels are especially appreciated. For more information, contact Tara James at [tjames@sarahlawrence.edu](mailto:tjames@sarahlawrence.edu).

## VACANCY: MEMBERSHIP COORDINATOR

The membership coordinator is an Executive Board member and serves for three years. The membership coordinator works closely with the Executive Director and the newsletter editor and maintains records of members and their contact information. If you are interested in applying for the position, please contact Sandra Trudgen Dawson at [execdir@theccwh.org](mailto:execdir@theccwh.org) for more details.

## CCWH BOARD MEMBERS

**Co-President  
(2011–2014)**

Susan Wladaver-Morgan  
Associate Editor  
Pacific Historical Review  
487 Cramer Hall  
Portland State University  
Portland, OR 97207-0751  
503-725-8230  
phr@pdx.edu

**Co-President  
(2013–2016)**

Rachel G. Fuchs  
Regents Professor of History  
SHPRS History Faculty  
Arizona State University  
Tempe, Arizona 85287-4302  
(480) 965-2429  
fuchs@asu.edu

**Executive Director  
(2010–2014)**

Sandra Trudgen Dawson  
Dept of History and Women's Studies  
715 Zulauf Hall  
Northern Illinois University  
DeKalb, IL 60115  
815-895-2624  
execdir@theccwh.org

**Treasurer  
(2013–2016)**

Kathleen Banks Nutter  
Sophia Smith Collection  
Smith College  
7 Neilson Drive  
Northampton, MA 01063  
knutter@smith.edu

**Membership Coordinator**  
vacant

**Website Coordinator  
(2013–2016)**

Sara L. Kimble  
DePaul University  
1 East Jackson  
Chicago, IL 60604  
web@theccwh.org

**Newsletter Editor  
(2011–2013)**

Brittany Ferry  
1190 Union Ave NE, Apt. F-9  
Renton, WA 98059  
newsletter@theccwh.org

**Graduate Student Representative  
(2013–2016)**

Beth Hessel  
Texas Christian University  
Department of History  
TCU Box 297260  
Fort Worth, TX 76129  
beth.hessel@tcu.edu

**Graduate Student Representative  
(2011–2014)**

Camesha Scruggs  
Texas Southern University  
6218 Gehring St., Apt 22  
Houston, TX 77021  
came5ha@hotmail.com

**Public History Representative  
(2010–2013)**

Lisa Donnelly  
825 NW Garibaldi St.  
Hillsboro, OR 97124  
klostes@gmail.com

**Outreach Coordinator  
(2011-2014)**

Carolyn Herbst Lewis  
Assistant Professor of History  
Louisiana State University  
244 Himes Hall  
Baton Rouge, LA 70803  
cflewis@lsu.edu  
225-578-2671

**CCWH Catherine Prelinger Award  
Committee Chair**

**(2012- )**  
Stephanie Moore  
Salisbury University, Department of History  
1101 Camden Avenue  
Salisbury, MD 21804  
scmoore@salisbury.edu

**CCWH/Berks Graduate Student Award  
Committee Chair**

**and Book/Media Review Editor  
(2011–2014)**  
Professor Whitney Leeson  
Department of History  
Roanoke College  
221 College Lane  
Salem, VA 24153-3794  
wleeson@roanoke.edu

**Ida B. Wells Graduate Student Fellowship  
Committee Chair**

Dr. Brandi Brimmer  
c/o Dr. Whitney Leeson  
Department of History  
Roanoke College  
221 College Lane  
Salem, VA 24153-3794

**Nupur Chaudhuri First Article Prize  
Committee Chair**

**(2010–2013)**  
Kathleen Kennedy  
516 High Street  
Department of History  
Western Washington University  
Bellingham, WA 98230  
360-650-3043  
kathleen.kennedy@wwu.edu

**Fundraising Chair / CCWH Historian**

Nupur Chaudhuri  
Dept. of History, Geography, and Economics  
Texas Southern University  
3100 Cleburne Street  
Houston, TX 77004  
713-313-7814  
nupurc@earthlink.net