

Psychology's Feminist Voices Oral History Project

Interview with Nancy Felipe Russo

*Interviewed by Alexandra Rutherford
Washington, DC
August 18, 2005*

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Alexandra Rutherford, PhD
Project Director, Psychology's Feminist Voices
alexr@yorku.ca

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N: Nancy Russo, Interview participant

A: Alexandra Rutherford, Interviewer

A: Could you first state your full name and date of birth, for the record.

N: Ok, Nancy Felipe Russo, and I was born in California, May 3, 1943.

A: In some of your autobiographical writings you've mentioned that despite having no female career models you nonetheless knew you were really interested in science and did your undergraduate degree in psychology. Can you tell me what attracted to you to psychology?

N: Well, one of the things that happens is when you get good grades in something you think you're good at it and so I got really good grades in psychology and it was really simple to do so. That was I think a piece of it. I also did have a female instructor, **Mary Prentice** who taught developmental and talked about her friend at Cornell and I ended up going to Cornell and I think she shaped my views a lot about where I could go and what I could do. The person who really kept me on the path to a PhD though was **Robert Summers**. He was the one who supervised my undergraduate thesis, very supportive, he had a group of about oh, five senior women running around doing projects with him and so on and someone once made a joke about his harem. In those days they did make jokes if you had female students. But he was very supportive and we did my honors projects on the invasion of personal space which ended up being one of the things that was cited - 99th percentile of all cited literature one year... that was good. And it still gets reprinted even today. I just got about six months ago another \$20 check for royalty because it was reprinted in another book. So it's been reprinted in about 15 books. But it was really **Robert Summers** who got me involved in that. Showing me the rewards of publication, getting me involved in research, and then **Mary Prentice**, just being there. In fact, I don't even know if she got tenure, but she still did make me feel that I could be in psychology.

A: So even at that time you were aware of being a woman in psychology... How would you describe that?

N: I don't know that I was aware of anything feminist, or anything about being a woman. In fact, on the contrary, I thought of myself someone who was very intelligent and could do stuff. So, I think maybe I identified with her because I thought I was similar to her

and maybe being a woman had something to do with that. But I was also interested in developmental - social and developmental was my double major at Cornell. But in fact, I had one situation where I went into someplace and said I wanted to go to the University of California, Berkeley, and one of the faculty members there said, "Oh you could go with this particular person there." And I said "Oh really," and he said, "He does this and he does that." [And I thought] "Isn't that interesting." So then I went to my mentor **Bob Summers** office and I said, "Oh I'm applying to Berkeley and I think I will go study with this guy." And he goes, "Oh well you know he's married." And I said, "What the heck, so???" And he said he had a lot of women students, well you know he is married. And it turns out this guy had a reputation for fooling around with his students and this other guy umm, was ahh, as **Bob Summers** later said to me, years later, because I still remained friends with him after I left and got my PhD and I came back and he and his wife Barbara still live in Davis - my husband and I drop by there and we stay at the house and I was reminiscing about this. And I said "Yeah, you know he was pimping for the other guy," so I was shocked... well those were the days. But Berkeley did have a terrible reputation on women, what they did to women and things that happened. But I didn't know anything about it at the time. I was totally oblivious - "Oh, he has women, ok..." I was focused and totally naïve. Totally naïve. That's one of the reasons I'm so interested in being a mentor and helping take the formal and informal and make everybody understand that there are formal rules and informal rules and the informal rules can get you. There is a code. Umm, if you don't know what the code is you can really get in to trouble.

A: When and how did you start becoming aware of this kind of code?

N: Well, I followed my husband. Good wives do. And he got a job in New York. He was a Wall Street lawyer. And I followed him and we lived on Staten Island and I taught at Richmond College, the City of the University of New York which was an experimental college, it was upper divisional only, they were starting their Master's programs and they were very radical. It was a radical school. In New York they were radical, and in New York - can you imagine how radical they really were. This was in 1971. And the women's movement was just getting started. One of the faculty members for example was Phyllis Chesler who wrote *Women and Madness*. Sandy Tangri was there. There was a ferment of feminism. The first Women's Studies conference was there with the speaker in it who was so inspiring and she talked about some fable. About here's a monkey and they wanted to see if the monkey could be an artist and so they go and they say what did the monkey paint when the monkey finally got a chance to use the paintbrush - the bars of the cage - So, women can't do things, well let them get trained and educated and maybe they will do more than metaphorically paint the bars of their cage. So it was a very heady time to be part of the women's movement. I got to meet Gloria Steinem at a party at Phyllis's house celebrating Phyllis's book. It was just a very interesting time to be a woman, to be a psychologist, to appreciate how psychology had been used against women to justify their place in society, and then to *challenge* that.

A: Obviously that had a lot of impact on you.

N: Oh yah!

A: Are there any specific examples that you can think of, of the ways in which you started to realize that your naïveté was something that you would shed... ?

N: Oh well, I mean just, just all of the various readings. You know Germaine Greer, Betty Freidan, all the feminist writings, were just eye-opening and trying to think about how psychology looked at women and understood women. And I think that the history made a big difference because I had always been sort of interested in history. At Cornell we had Eleanor Gibson, one of the few women, let alone psychologists, who is in the National Academy of Sciences, very distinguished professional psychologist, who was never able to be on the faculty because her husband was on it. Anti-nepotism ruled the day. But she was there in the department and I do remember there was this guy Tom - I don't know what happened to him, I never heard of *him* again. But he wrote a memo saying "What are all these women doing at Cornell?" (we had quite a few women graduate students), "What did women ever contribute to psychology anyways?" And I sat up and said, "I don't know, but I'm sure they did something!" So I went out and I looked and part of the convention was to use initials. I confess I don't remember when it changed. But early on they used women's names and men's initials so you could tell who was a woman and I went and looked in these umm, bibliographies and things looking for women and I found a ton of woman!!! In fact, **N. D Vernan** was a woman, Zeigarnik was a woman! Umm, it was very exciting to find all these women and I wrote this big long thing about how dare you? And don't forget Eleanor Gibson is a woman.

So they stopped, they didn't say anything more about that. I don't know, hopefully I wasn't the only one outraged, but I was certainly outraged and that left a mark in my formative period as I was developing as a psychologist. And so when later, when there was a task force on women in psychology that came out, and it didn't say anything about history, so I wanted to do something. My colleague Maxine Bernstein gave me some really good clinical examples and we wrote the Bernstein and Russo "Up with our foremothers" piece which got accepted to the American Psychologist which basically said you need to not only look at these aspects of psychology but look at women in psychology because if you change psychology so that women are integral, you will change the field itself, you will change the substance of the field and umm, and ever since that time I've always been extremely interested in **history**. I have autobiographical and biographical projects which have been writing about the relationship of psychology to the social context. Trying to empower women, nominate them for awards. Women do not get the recognition that they should. One of the things about finding out that all of these women were in psychology was that I didn't even know were there, they were so invisible.

John Anderson once wrote this paper, called the greats of developmental psychology, and he had all of these names with initials and you would think they were all men. You would not know that there was a woman in the lot! Florence Goodenough and a whole group of them. They are trying to hide the women in the field because the men were sensitive about being in a woman's field. There were a lot of disappointing things when you go into history but a lot of joyous things to find out that women have been in

psychology since the very beginning making contributions but not getting the recognition and having to do all of these incredible things to apply their talent.

A: You've done some very important work in replacing women in psychology. How much do you think, I mean this is something I struggle with even now as a person coming out of this, as a historian - how much do you think that's changed? I mean I think it's still a struggle, people compile lists of all the greats, all the pioneers, it's still a struggle I think, my perception is that it's still a struggle to get women in there.

N: It is a struggle still. And it's a struggle because there is a legacy, a history that shapes who got to be prestigious – their characteristics define prestige and then if you want to look at who did what, who got the credit for it... I mean the idea that these individuals did all of this. If you go back - I love the one about Clark Hull, I have a little footnote about Margaret Floy Washburn - people have these concepts that didn't come full blown from their foreheads, they pick them up from other people. We have this need to have heroes or something, and we have to have a concrete symbol - this is the person who made this discovery. Well it isn't really true, it doesn't really work that way.

A: So you are actually talking about changing how we conceive of history, how we conceive of prestige...

N : Exactly and prestige! I mean look at the National Academy of Sciences. If you learn how they pick the people, the men - although this year they have more women incorporated than ever before - but it's still an old boys network. It's who they have heard of, are you from a good institution? Umm, institution means as much as individual contributions.

A: It's a pretty restricted definition of what scientific eminence is too that may in some way exclude the contributions of women in lots of different areas if you take that narrower view of what eminence is.

N: Well, the eminence comes after a series of recognitions and these change over time with the context, but you have your local recognitions at the university, and of course you have your university's prestige. So if you are from Stanford versus, I better not say anything else, I don't want anyone to get into trouble... University of Podunk...you start out with a plus. Then Stanford may give you – or your prestigious university may give you – an award, and then you are nominated for an award but you have an award from Stanford, and then you win another award, so you got that award so that you can get a professorship and then you've got that professorship so that you can get an award and then you can get another award and then you can get an APA award and then you can get this other award - and pretty soon you've leveraged your awards and you're eminent. And one of the things we did with our books on eminent woman in psychology was to try to identify women who had really affected the field in some way - by new programs, new concepts, taking it new places. Very often women would get a PhD but couldn't work in the academic setting so they would have to be in an institute or would have to go into schools. School psychology emerged, Law and Psychology emerged, and the courts

emerged, and all these places that psychology is today are there because women started it. They couldn't get jobs in academia so they went to these other places and really made psychology special and applied it.

So we wanted eminence to have a broader definition and be able to name who is eminent. It was so amazing to see women like Ruth Howard who was the first black woman in psychology or even like Molly Harrower who clearly is very eminent - but people were so thrilled to be named eminent by us! And that was our purpose - to say we will name you an eminent woman psychologist! And all of a sudden they are appearing in textbooks - which they should have been a long time ago - but it took us to name them eminent.

A: Let's go back to the early stages of your career, obviously the very earliest years, you were influenced by the fact that, your marriage took you, your husband's job took you...

N: I followed him!

A: So in those days, what was that like for you..? Was it something that was just unstated, you just did?

N: No, I didn't question it, of course you had to do that. He was concerned, that I would have a job and I found a job and so on. But basically we went where his job was.

A: And what was that like for you?

N: It wasn't anything I thought about. It was "Oh, I need a job. Oh I'm going to do this, oh I'm going to do that, oh you want me to do this." I didn't think about what I wanted to do. It was "Oh what *can* I do?" And of course I did have sort of, in theory I knew I could do anything so, you can do anything you want. My father used to tell me that. "Nance, you can do anything you want! I'm behind you Nance!" I guess it really meant something.

A: Let me ask you a little bit about some of things that you did early in your career, just so you can tell me more about them. You mention that your first exposure to feminist ideas came when you were at Richmond and also that this was around the time that the Association for Women in Psychology was starting...

N: Oh yes! Well Phyllis Chesler got the headlines in the *Monitor* standing- asking for that ten million dollar reparation for what psychology had done to women and getting the task force for the status of women in psychology. The \$10 million task force...

A: And were you part of that first task force?

N: No I wasn't part of it. I came around later when there was the ad hoc committee on women and I was living in Washington. I had left my first husband that I had followed - I left Russo - and off I went, back to American University where I had worked for one year, replacement only, so I was essentially going to be jobless. And someone, **Margo**

Johnson who had done pre-college psychology undergraduate education in the Educational Affairs Directorate at APA left, so I took her one-year position and...

A: How did you find out about that?

N: Well, how did I find out about that? I think I called up, I called up some people. I know what I did, I called **Yvonne Brackbill**! I don't know how I called **Yvonne Brackbill**, but she was married to the executive officer of APA and ... now that is the moment, a teaching moment, I call **Yvonne Brackbill**, I say, "I'm Nancy Felipe Russo, I'm looking for a job, someone suggested I could call you and you might be able to refer me. I got my PhD at Cornell, blah blah." "Well, why isn't your mentor helping you get a job?" And I said, "I don't know, I didn't ask him too." She said, "Well...", and then I'd remember things like my mentor once saying something like "Well, we gave **Bill Morris** the NIH fellowship because you were married" and then I remembered certain things that I didn't pay attention to it at the time. It's kind of like "Oh yah, well I should have gotten the fellowship." Yes, I was with my husband, but he was in law school, it wasn't like he had a lot of money or anything, my parents were still subsidizing me, I was a TA. I did get a four-year graduate teaching fellowship to Cornell, so I had a fellowship the first year and then I was a TA for a couple of years and then a fellowship for my last year so that worked out well. But still, it's a prestigious thing [getting an NIH fellowship]. It helps you get jobs, and of course, yes, I thought he needs it, he's married, and I'm married and I don't need it. And he's married so he does. I didn't even think about it, I mean what kind of logic is that?! So it's kind of the logic – you're pregnant for nine months so now you take care of the baby! Well, wait a minute, you're pregnant for nine months, now it's someone else's turn would be another way to look at it. There are different ways to look at these things. So but ahh, I'm digressing from the original question which was....?

A: Which was how did you get to the Education Directorate?

N: Oh yes, so I call her up and she says, "Well, let's see about this job. Well, we'll keep you in mind" And then I was also, when I was at Richmond College Sandy Tangri was one of my colleagues and Sandy knew Martha Mednick who knew, who was the chair of the Committee on Women and so I got involved in the conference, it was the first NIMH conference and I had written a paper on beyond adolescence, issues with regard to female development, middle years and beyond. And for some reason, somehow this word of mouth got me applying to APA which was very lucky because I didn't have a job. So I started out learning about APA staff. **Carolyn Suber** was the liaison to the Committee on Women at the time, so I worked with the committee and then I knew Martha from Sandy and then later as things evolved, I like to think that they wanted to keep me, and they changed my role to be liaison to the Committee on Women in addition to everything else I was doing.

A: I want to ask you more about the Committee on Women in Psychology, but before we get there, can you describe to me, what, as an APA insider at that point, can you describe

to me what APA was like at that time? Especially people's attitudes in terms of what was happening with feminism, the second generation of the women's movement?

N: Well you know it's interesting. There were a lot of men at APA were very very supportive of feminism. I mean they were married to women who were feminists - there is a very high proportion of couples in psychology compared to other fields, usually because there are more women in psychology and you meet and marry in graduate school, but for whatever reason there were a lot of men who were extremely supportive. People like George Albee, **Sam Osipow**. I mean these people were on the Committee on Women over the years and so there was, there was never a woman versus man thing. But there was a real problem with regard to female staff at APA because some of the male members would come and they would think, "Well you work for APA, umm, and therefore maybe you would like to go out to dinner and come home to my hotel" or something. And there was quite a bit of harassment and discomfort with getting hit on and stuff like that in those years. There was one incident where a very very highly distinguished psychologist - if I mentioned his name you would know it immediately - kept pressing this woman to go to lunch, to do this to do that, and she said "No, I can't go." And we were in the street at the time, she goes across and goes down in the basement of the church to buy a card for her mother, and she turns around and he's standing there and he's screaming at her, "How could you lie to me?" And he was married. We had some real jerks in psychology, and they are not always, sometimes they're highly distinguished but not persons of distinction ... but that wouldn't happen today. That would not happen today. A person like that is OUT!

A: We've developed a kind of, methods...

N: Not going to allow that any longer, not tolerated. That behavior is not tolerated, as much as they want to, they wouldn't do that.

A: When did that start happening at APA? That that was not tolerated, and who pushed for that?

N: Well, throughout the 70s, the incredible changes. I remember - the council is a policy-making body at APA, so as things evolved, they established the Women's Program Office but I think this was earlier than that. I remember Martha Mednick was involved and I was there, either in my role as liaison of the Committee on Women, I think it was earlier. I was there, another female staff member, I member they had female staff because we wanted to fill up a table and we had to have us to fill the table- as women council members. Today I mean, I don't remember what the figure was, a third of council is women? So it was quite, quite a change in the leadership of psychology and the roles that women play. I did studies of where women were and they would be a lot of women and they would be secretaries of divisions, secretaries, but never president, and these things have definitely changed.

A: This was the early '70s, around the same time the Association of Black Psychologists were coming around.

N: Oh yes, the Association for Black Psychology was very active, I'm trying to remember her name, **Jackie, Jackson?**... I'm blocking now, I'm too tired, the brain's not working. There was a very uneasy relationship between APA and the Association for Black Psychologists. They were very angry. They definitely had a lot of concerns about the way APA had behaved - being racist. And it took a long time before, and even today, you do find some people with long memories. But things have changed a lot there too.

A: Within APA at the time, were you aware of any kind of...what was the relationship between the women who were trying to make changes and at the same time the Black Psychologists who were trying to pressure APA to change? Obviously different groups, but all focused on some sort of discrimination...Was there a relationship?

N: Well, one of the things that happened with the women - because the women came out of some of the radical movements, Barbara Wallston stands out in particular because she was very strong on gay and minority rights both, and in those days ethnic minority really meant Black, it meant a little bit Hispanic later. From the beginning there was always representation of Black psychologists involved on the Committee on Women, on the task force, from **Tracy Moldrau**, Carolyn Payton and you know people like Carolyn Payton, she's deceased now, but this is not a pushover we are talking about. This is a strong articulate woman who made sure that the agendas and the priorities reflected the broad concerns of women. Now we were talking about women psychologists, so therefore, you know, issues of poverty and some other issues that fall differentially by ethnicity would not get attention when you focused on women psychologists. But then the women took it to look at social problems and social issues, got a Public Interest director that will give side to psychology to complement the clinical and the scientific and so on.

The women have been very very important in supporting minority issues and ahh, part of that is that ethnic minority women have been so strong in the women's movement. But that doesn't mean to say that it's always been a perfect, oh everything is wonderful. There's plenty of racist feminists and there's plenty of sexist minorities. I'll never forget, I sat down by this Black psychologist and here I had worked with Black women, we were just working on all this stuff, and I'm just sitting there minding my own business, and he turns to me and he says "And what are you doing?" I said "I do work on women" and he said "Oh ya, yah we know how white women get to the top - on their back, is that like you?" - or something personal, and I was like "What is this?!" And an ethnic minority woman said to me, "Aren't you glad that she is working for all women...." And he kind of growled, but they stuck up for me. They defended me. It was very interesting but it was a shock because you got so close to people and you're working with them and you kind of forget about race and then you get into another context with other people and they haven't forgotten about race. So it's negotiating, it's still something that we have to keep doing and learning.

A: Yeah. Since we are on the topic, let me ask you about intersecting identities. Intersecting identities is the phrase that seems to be used now ... but I mean you, one could say that you have intersecting identity...

N: I have many identities, sure I do!

A: umm, I was thinking specifically of your Hispanic identity, along with being a woman in psychology. What impact has that had on you?

N: Of course it makes me sympathetic with Hispanic issues. I mean there are a lot of things about ethnic identity - like being a first generation college student, which is shared across, so being first generation college comes with a lot of things - first generation PhD I should say. And ahh, but I have a funny ethnic identity because I'm Basque not Spanish and particularly now in the southwest, umm, really Mexican American heritage is what people mean when they say ethnic identity or Chicano. Umm, you go to Florida and it's Cuban that people are thinking about. So depending on where you are in the United States, the meaning of Hispanic is different and people may or may not use the word Hispanic depending on who you are, so the naming of Hispanic groups gets very complicated. But Hortensia Amaro came in one day when I was at APA and said she wanted me to be on the task force on Hispanic women that she was heading up in Division 35 and do this directory of Hispanic women psychologists. And I said "Well, I don't know, I'm Hispanic, but you know..." "There's so few senior women who are Hispanic heritage," she said, "Are you ashamed of being Hispanic?" "NO! I'm not ashamed of it, I just don't want to take the place of someone who needs a boost or something..." "Well, you could help them"... So I said ok, and my grandmother had always told me, "Oh, you're going to get married and your name is going to have Russo and not Felipe, what will happen to it?" And I said "I will always be Nancy Felipe Russo." So I promised my grandmother.

A: Let's go back to the Committee on Women in Psychology. You were there for a number of years...

N: Well yes, I was there, I was the liaison on the Committee on Women for a couple of years, from 1972-75, but it was clear that I was doing the work of more than one person, and worked all hours, worked myself to death. It was clear that as long as I was there nothing was ever going to happen, so I left and went to the National Institute of Human Development... which is all another story. So Tena Cummings, who had once been a staff member as well and then was active on the Committee on Women, she and I wrote up a proposal to establish a Women's Program Office and organized, and there were enough women on council by that time that we got that passed. And then I came back and was the first director, so that's how we got that.

A: And when you wrote the proposal for the Women's Program Office, can you tell me a little bit about that process - what was the mandate of the Women's Program Office and how did you decide on it?

N: Well we took a kind of combination of the mission of the Committee on Women and the task force [Task Force on the Status of Women in Psychology]. What they said should happen, and what an office did. So it had a monitoring function, it had a

leadership initiative, an organizing function. The idea was, the way I think about it, is we created a power base for women's issues in APA. Someone who would be paid to do it full time, someone who could be on the spot, see things happening, let people know before it developed, to head things off. I covered all the directorates. I read all the agendas, I read very fast. And then we would, in addition to having our own initiatives we would comment on everything in the world, pick the shots. Like for example the ethical code which never banned sex between clients and therapists until a woman got on it. Sexual harassment of students - had to get that in the ethics code as something that you weren't supposed to do. That debate was interesting on council. Umm, yah, the number of people who stood up and said "Think of all the psychologists that have married each other!" You know, you don't get it! It's unwanted sexual attention! But still, even so, the power differential, even if it's consensual, the power differential is such that it's pretty pretty rough when you have faculty members having relationships, intimate relationships with their graduate students.

A: Was that a hard piece to convince people of?

N: Well it was debated, but we had the votes.

A: So at that point you had... the powerbase.

N: Yah.

A: It sounds like a real rapid change. Like within a couple of years there were enough women around, pretty drastic changes made.

N: Well the minute, the minute - **Gene O'Reilly, Jane O'Reilly** did an article in *Ms.* where she talked about the click. And I remember one of the clicks so vividly because I had it - it's when your husband leaves his underwear on the bottom step and steps over it and then you have to pick everything up and carry it upstairs, and then it clicked. One day you realize he can carry his own underwear upstairs and put it away. Talking about the importance of women in psychology, how they should be recognized, click! It was like a snowball, that was, it was wonderful to behold.

A: And as you say, in the context of this incredibly rapid cultural change.

N: Well the women's movement was a key piece of this. There had been efforts at women's movements in psychology before, but there wasn't a sufficient conceptualization of what was going on. And the women after World War Two for example, started evolving and then they got cut off with this, "Well it's not professional raise these things, it's not professional, so you if you complain about your status, complaining is not professional." I'm not complaining, I'm saying this has to change right now! It's not a complaint, it's an ultimatum!

A: Right right, but it's an incredibly powerful rhetorical strategy to silence women.

N: You bet and it did! It did!

A: "If you were a real scientist you would go to your lab and everything would be ok"

N: Yeah, "If you were good, these things wouldn't happen to you.

I think it was harder - and still one of the difficulties today is that you're not told, well we have a quota, and we're not taking any more women - we have our two. Now, you know, people can't say that so other things happen - "It's not that we don't want to hire women, but this person is more like what we want." Well, why do we have to want that exact package? "Well, we don't know, we kind of like it that way. We're comfortable with that person" - and some people still aren't as comfortable with women, or they're only comfortable with certain kinds of women. And unfortunately one of the things that happens is that the women that people are comfortable with can't go anywhere, because they don't have, they don't have independence, they are too meek. You can't be a leader and be meek. They can be shy, because that can be overcome, but if there is kind of a real concern about male approval and if you don't get over that, then one man who doesn't approve of you can determine your behavior. You can have eight men out of ten that are perfectly willing to support and accept women in psychology and then there are these two that are going to harass you, they are going to undermine you, they are going to make it unpleasant for you, and if you really are concerned about male approval and let those two determine your behavior then you're not going to be able to go anywhere. So that can be a problem still for some....

A: Tell me about your research work during this period. I think it was during the mid-'70s that you were writing about the motherhood mandate.

N: Well I started out in the population psychology - Henry David gave me my first job, he's very important to me. He's still a very good friend and colleague and we still write things together. He was on something called the "Task Force on Population Psychology" and there was also a task force on environmental psychology around that time as well. But I was focusing on the task force on population psychology because I was working at **Henry David's** institute, it was the American Institutes for Research - it was my first job and that got me involved with issues relating to motherhood. Because you know of course, population, babies, mothers. He was very involved in starting a study of unwanted children. These are children who were born to women who were twice denied abortion in Czechoslovakia. I was working on what questions might go in to the protocol and that got me very interested in why women have children, why do they want them, why do they not want them. **Lois Hoffman** was doing some very interesting work on the value of children and we started looking at those kinds of things. So it made me very interested in the norms around motherhood and around women's roles, how they are enforced. I'm still very interested in the kinds of entitlements and norms that are associated with gender roles. So I was interested in that, but I didn't really do research on it because I was bopping around jobs. I went from the academic job, to APA, to being a health scientist administrator, the government, back to APA, and then I went to Arizona State University in 1985. So I didn't really get involved in, I didn't have access to a lab

or anything like that, but I did do the historical stuff .. and I did do some interesting things on statistics...

End of Tape 1 Side A

..work on some of the characteristics and status of women and minorities, where I made the great discovery that... anyway, **Mavel??** and I did some work on women and minorities in psychology and I made the great discovery that we focused on salary but forgot salary is only one part of compensation and there was all this money being made in other little perks, summer salaries, talks, books, in some cases only 51 percent of the compensation was from salary. There was a salary differential but it was even bigger in this other money, so that set me on my quest to always make sure that when you are talking about compensation, you are talking about being compensated and that is not equal to salary. That's one of my educational quests. And I also started, when I went to ASU, to get back into the mental health stuff, I was very interested in depression and I started doing work on the relationship of unwanted childbearing and abortion to depression, I did a few papers on that.

A: Can you summarize what some of the findings were? What were you writing about the impact of unwanted children, pregnancy, abortion on women's mental health?

N: Well there are two pieces to why it's really interesting. One, it's interesting because of the policy context. There's a concerted effort starting with, it started with Ronald Reagan, when C. Everett Cooper was the Surgeon General. There was an idea that if you make abortion a health risk, then you can have a Surgeon General's report on it and you can then use that as an excuse to regulate it. And then there was the subsequent development of a campaign called the Jericho Plan by **David Riordan** where he says, "Abortion may be legal but it won't be accessible because no doctor will dare to do it because we will create a situation where we will establish abortion is a cause of psychological damage, we will make it a criminal offence to do such damage, and then you can't have malpractice insurance if it's criminal so therefore no doctor will be able to get malpractice insurance." So they organized, lawyers are organized to find women who say they are troubled about abortion so they will sue. So it was a very big campaign and that has kind of evolved into the fact that Roe vs. Wade was this balancing between privacy and costs of unwanted childbearing to society and so on, and they are saying "But you didn't have in the equation the psychological damage to women, therefore we can re-open Roe vs. Wade." And the current thing is that they are trying to ban how people - state legislatures are trying - to ban abortion so that way you can challenge the Supreme Court about abortion, in that way the new court - which will be appointed by the Republicans who are currently anti-abortion - will overturn Roe vs. Wade.

So it's a very long campaign, it's very very... how American victims of abortions and so on and so doing research in this context is very tricky because while the position there is we want abortion to have damage because that will help us ban it , a person who would call themselves pro-choice would take the position , it's up to the woman if it causes damage or doesn't cause damage. This is no reason to take away her right, she needs

informed consent and we want to support her. We want to know if it causes damage and why so that way she will understand what she's risking, but she has to decide what she's going to do. So it's a little different position vis-à-vis the issue for people like me who say I'm not going to tell somebody to have a child, after I started out studying unwanted children and what happens to them. No way. Children born to women denied abortions under the best circumstances are at a disadvantage. Also I have this thing about motherhood being a very private and personal and important special thing so people should not be messing with it. So I was interested in well, are there things that we can do to help women. What do we understand? And if you've had any social psychology training or psychology training at all, you know that anecdotal reports, case studies, verbal reports saying that this is something that bothers me is a signal that you need to look at something. But very often people don't understand what has made them feel the way they do. You have to go a little beyond that. Particularly when you are trying to say that we are not talking about "I feel guilty" or "I feel upset" or "I feel distressed." We are talking about clinical syndromes requiring mental health intervention that are a public health threat and that we need to have a legal intervention. That's a different level of threat. Because obviously there are many women who feel troubled and wish they hadn't had an abortion. They feel guilty and they need some support. They do not need a psychotherapist or a psychologist or a public health nurse. They need to be supported and so on. So you don't want to make light of this, but on the other hand, it's important to do a very serious evaluation. I did an analysis of the national longitudinal study on youth data which was interesting because you can get self esteem before, and follow women and see self esteem after to see what was the most important predictor of self esteem - which is not a clinical situation, but it's a pretty good indicator of resilience. And the most important predictor was previous self-esteem, education, income, whether or not they had a job and the things that were negative were number of children that she had, if you had more children you had lower self esteem at the end of it. Motherhood is pretty hard on women, but if the women want to risk it, fine! Abortion didn't have an independent effect when you control for all of these things.

Now that doesn't mean abortion doesn't have an effect or doesn't play into the mix, it's just that if you want to say abortion increases your risk, the evidence wasn't there. Also it was interesting. The number of abortions was correlated with the number of unwanted children. And I started looking at unwanted pregnancy rather than the outcome of the pregnancy. If you do that -- and now I'm talking about other peoples' work and not mine --- you find that it's unwanted pregnancy and it's multiple unwanted pregnancy when you are young that is a signal that something is going on.

Other work that I've done suggests that it's sexual abuse - histories of sexual abuse and violence undermine a woman's ability to maybe... One way to think about it is bodily integrity - can she defend herself, and she gets involved with violent men and violent men seek these kind of women out, it's not that she's seeking them out, it's that violent men look for women who are vulnerable to them. And so she has these unwanted pregnancies. Whether or not they are terminated by abortion, this woman needs some mental help, serious mental help, serious intervention.

To me the disturbing thing is to distract people from the fact that the woman needs help by focusing on well she had an abortion and now, that, that's my concern. There's too much concern about abortion and not enough attention given to the fact that women are having these multiple unwanted pregnancies. Any woman can have one and over time, you might have two. But if you are talking about being under 25 years old and if you've had more than one under 25, you start kind of worrying, if you've had four, abortion is not the issue. Don't get distracted in that case, find out what's going on with this woman. So it's been difficult. I've been very attacked for my work, but ahh...

A: How has that affected you? How has that affected you personally?

N: Well, when I get the pictures of fetus heads in the mail you mean? Oh well, I, I, I think one of the things, particularly growing up at the time that I did, that you had to learn who your reference group is because not everyone is going to like you, not everyone is going to be your support. So you have to figure out who you value and who's important to you and make sure they keep you on track. And I don't value these people, these people lie, these are terrible people, so they can call me names all they want, because there's just... I don't want them to throw bombs at me and do things like that, but it's amazing what they will do, and it's amazing how some of them are scientifically trained, but they are willing to violate the canons of science - which I've also kind of got a connection and commitment to - you know in order to push this other agenda. So I had a review that we just did of this literature that just came back, and all the review said was this was argumentative. And of course, one of my colleagues said they don't care about junk science they are just doing da da da... and I said, well you know, I think they just don't understand the difference between arguing for abortion, which we were not, and arguing for good science, which was in our province to do - but obviously we had to make the distinction much clearer in the minds of people. They are going to mistake it 'cause we are not arguing for that, we are arguing for, you cannot let science be used this way," you have to maintain your standards and your integrity and just because it's published in a peer-reviewed journal doesn't mean it's good science. It's a screen, but it's not a perfect screen. So that's a current project that's very intense.

But I'm also doing a book chapter on women and science - I have an overdue book that I almost had done before the convention and I just have to revise another thirty pages and get it down to 20 and I'll be finished.

A: Well, you know, this particular issue, reproductive rights, the way you've been attacked, you have written that a lot of what they have done really requires a certain intestinal fortitude... Has there been a time when you have sort of flagged in your energy or have become discouraged about fighting the fight so to speak?

N: Umm, no. I've had times when I've flagged in my energy but I've always thought of myself like the bobo doll, well up you go and down you go. But it wasn't because of the external enemy so to speak, it wasn't because people were attacking me that way, it was more in terms of issues with regard to illusions or issues that I would think about, sisterhood or something like that where ahh, you join a common cause with people and

sometimes there is an expectation that you are going to be friends and buddies and share everything else, and it doesn't work that way. So sometimes it can be very disillusioning. But fortunately, it didn't happen very often, but most of the time you get to work with the finest people in the world.

A: You've mentioned that you didn't have a lot of mentorship when you were an undergrad...

N: Not women mentors, no. No, I mean I had men.

A: But then you mentioned mentoring became a really important thing for you...

N: Yes yes, absolutely, because I could see what happens when you didn't have it.

A: So how did you learn how to be a mentor?

N: Well, I'm still learning, it's a moving target.... I had it down when it comes to mentoring psychologists. But now in the university we are developing this new mentoring program where you are mentoring across disciplines, which there are some advantages to because they can talk to you without worrying it will go back to their home department, which you know, is on the other side of the campus.

But umm, but there's a, there's a re-visioning of mentoring, the concept of mentoring. I think it has been very male, like here's the fountain of expertise and here is the power and here's the person down here that you're going to take care of and they are going to do things and, it doesn't work that way either. There's an informal code of mentoring and being a mentee that we have to explicate better. It's not so unequal. In fact, one of the reasons that people choose the students they do is because then the students go out and they mentor the people that got them PhDs, so it's a helping each other kind of thing and yes, the faculty member had power, but students now have a lot of power. They can nominate their faculty members for awards, they give them teaching evaluations, they can stick up for them, they can say "Well, why don't we this?" Graduate students, thank G-d for female graduate students, sometimes it's so difficult to have a female colloquium speaker, because the males all want their friends to come in and unless the graduate students say we want x, who's a woman, it's very hard to get them to get her. So the ahh, importance of women looking out and making sure women get represented at all levels is something that constantly comes back to me, and is part of mentoring, I think from the youngest students the understanding is that they have a role in helping support women faculty too. And males too. The male graduate students benefit a lot from having women faculty members and female graduate students that help them learn how to work with women, which is very fortunate for future generations of psychology because the younger men have had colleagues as graduate students who were female and when they go out in the world, they can,... it's a new world for the younger ones. But we still can't seem to crack the 24% of academics are female. Yah. When, how long have we been having 50% females [in graduate school] ... and you can take some out because of professional

schools and practice, but not that much. All the fields have been out there, but it's very hard to crack the research, academic institutions.

A: Well in 1985, you changed jobs once again. You went to ASU [Arizona State University]

N: Yes! Well sort of, I went to being director of Women's Studies at Arizona State University. They would never hire me in Psychology, I wasn't a researcher! I wasn't, I wasn't, umm, doing classical things, traditional things. I was very strange. But they were quite willing to support the dean who was hot on hiring me to be Director of Women's Studies, and as one person told me, "Well I never thought you would ever actually come back to the Department after you left Women's Studies, I thought you'd go be a dean someplace or move up." They never thought I would come back to the Department!

A: Even after all these changes in institutional psychology, the beginnings of psychology of women, the department wouldn't have considered hiring you?...

N: Well to be fair to them, they ahh, they had their programs and they had their things that they did and I didn't fit into them because they are very specialized. Social psychology has a social cognition component, umm, they umm, I don't know if they ever hired a woman ever, straight. Hopefully next year we will, and I just, it's very hard to crack some groups sometimes. There have been a lot of changes since '85, and I was not traditional. I didn't have a lab. I hadn't published in *JPSP* [*Journal of Personality and Social Psychology*] expect for my dissertation. I published my PhD dissertation in *JPSP*. And then I published in *American Psychologist*. I had all these books. But that's not being a social psychologist, that's being something strange, that's doing autobiographies and biographies and social psychological, almost sociological, epistemological analyses, and methodological things, what is this? So I didn't fit into... I'd like to hope that psychology departments have made places for strange people like me, but Women's Studies gave me an opportunity. And after nine years of women's studies then I went back into the Department and now I'm head of the social program. So you know they didn't throw me out.

A: And what was Women's Studies like at the time you arrived at ASU?

N: It was very interesting. I was the first full-time director and I do like to build things and develop new things and they had a dean who was very supportive and was well known and we had good teaching, good teachers. There were graduate students who were doing the teaching and they didn't have any lines, so I came in and I decided that we really had to figure out what the power indicators are in the university and then think about us. So one of the power indicators is, do you have money to give away? Grants.. giving grants. So we had a research rewards program. I got money from the dean to give research grants. Oh, well, Women's Studies gives grants, well that sounds interesting! Umm, so people could relate to that. Then I created an affiliate system where - they had an affiliate system - but I really enlarged it from like five to thirty women all over the

campus and even today if you look at the last three Vice-Provosts for Personnel - professor of English and Women's Studies, professor of Justice and Women's Studies... umm, just add Women's Studies, and when you do this - I did a thing about, ok, what about money. Now, none of the money was credited to Women's Studies, so I went and got all the faulty and got all the grants and everything and Women's Studies faculty brought in more money than the business school, then the college of public programs, all of that. Thanks to a couple of really high dollar contributors. Thanks to **Laurie Chachan?**, who was a professor of Women's Studies and Psychology, she had a couple of million dollars. So, they umm, you know, they published this and this thing circulated and it really made a difference in how Women's Studies was viewed and showing the prestige indicators, it said, you know getting grants is worth something and we said, "Look, these are the people that are involved in Women's Studies, they bring in all this money, they do all these things, they have all these awards, they've published all these books and so you know, how about some respect here?"

I didn't have to say that, it was an implicit thing. It worked out. It worked out very well. The program now, of course I left there seven years ago, more than seven years ago, if it's nine years, ten years ago, so a decade ago I left, and now they are getting a new doctoral program, they are going to give doctorates in women studies. And it's a very exciting time for them.

A: Does Psychology play a role in Women's Studies at this point?

N: It's through the connection of the students and faculty. So we do have people like me who are affiliated with Women's Studies. We do have students and a number of students who at the same time that they are getting their degrees, get certificates in Women's Studies. But there hasn't been in the past a real formal connection with Women's Studies. It hasn't been organized that way. It may change though. We are starting to do a program in law and psychology. It's a joint law degree-PhD, and the university is encouraging new models of things, so who knows? There might be some joint PhDs in Women's Studies-Psychology...

A: To be frank part of the reason I ask is that I have interviewed some women at my university who have been instrumental in getting Women's Studies started and are psychologists, in the early '70s. But since their involvement, their seminal involvement, Psychology doesn't seem to retain its presence in Women's Studies. It just so happens that these women are psychologists and they got the program started, but psychology as a subject matter, discipline, approached in a particular way doesn't seem to be part of....

N: Right and I think that reflects the fact that it's very hard for psychologists to continue to have a foot in Psychology and to have a foot in Women's Studies because in order to make your mark in Psychology, to have credibility in Psychology, you have to publish in psychological journals and we have *Psychology of Women Quarterly* and *Sex Roles* which is interdisciplinary, but still very psychology. We don't often publish in places like *Signs*, and of course, now with this postmodernist movement, scientific feminist

psychology sometimes gets looked at like, “What is that?”! I think some of the humanists aren’t as scientifically literate as they should be to appreciate Psychology.

One of the things that I’m going to do next year is I’ve gotten the president to commit to establishing something called the Office of Academic and Institutional Cultural Change at my university. And he is going to give me some money and I’m going to direct the office, its not going to be a full-time thing, but I’ll get some course release and direct this office - unless I get an advance grant from NSF [National Science Foundation] and then I’ll be able to do it – it will really be a big thing. But what I want to do with that is enact this grand scheme in which Women’s Studies is a piece of it, the office is a piece of it, and I have these other components. And one of the things Women’s Studies will do with the office is translate scholarship into a form that then can be used to understand the position of women in science, or academe or broader. Because I think you have to do all of them to understand one. And to make some of the things in Psychology more accessible. When I talk about things like how women are under higher behavior scrutiny, there’s an impact of tokenism, they are under more stress and that undermines performance. Women are objectified and that leads to their cognitive resources being focused on how they look versus in terms of what they are doing and that kind of thing. People get excited about it and they are interested, but they are not going to go read *JPSP* and learn about it without some translation mechanisms. We’re not going to have the knowledge applied by the humanists. The only, the most successful person to have that done is Freud. They’re applying Freud all over, but there are other very important concepts, modern sexism and modern racism, new concepts that come out of psychology, that with some translation could be much more powerful in influencing how people are thinking.

So I’m hoping that we can do some web-based, interesting web-based things to have this translational scholarship. Maybe Psychology will have a closer tie with Women’s Studies if we can make our knowledge more accessible. The trouble is of course there won’t be publications in *JPSP*, it won’t count... it will have this incredible impact and change the world but it won’t count!

A: Changing what counts as counting I guess is part of this whole...

N: Well that’s another thing, another thing.

A: I’m conscious of our time, we have been talking now for an hour fifteen, so, so I’m going to jump around a little bit...

[Small talk about time, convention schedule, omitted about one minute of tape]

A: In 1977 you were a member of the sub-panel on the Mental Health of

N: Yes I was co-chair of that panel, **Carmen, Elaine Filberman**, she changed her name to Carmen, because she liked the name Carmen, **Elaine Carmen** and ahh, that was great, that really solidified my connection with mental health. That was, that was an eye

opening thing about the relationship of women's status to mental health. How hard it was to get the psychiatrists to think about that. Elaine was a social psychologist. Jean Baker Miller, who had written the *New Psychology of Women* and talked about power and so on was one of these very wonderful psychiatrists. And so was the work of **Jean Hamilton**. So there were many women psychiatrists who were forming a movement, but I hadn't worked closely with them on substantive issues and that's what really transformed me from the science, social psychologists to the women's mental health and psychology and mental health area, because that really connected me with mental health and got me involved in the mental health agenda.

A: That panel made some recommendations that you then had to really try hard to make sure got it got included right?

N: Well what happened was, President Carter does this PCMA [President's Commission on Mental Health]. We had this subpanel, we had this report. We do a special issue on sex roles, equality and mental health, in *The Professional Psychologist*. We're doing all this and he doesn't win the election, so what do you do? Women's mental health is now old news... well Peggy Heckler, Margaret Heckler was the new secretary of WSNHHS, Health and Human Services, and so she established the public health task force for women's health and umm, we laundered, we laundered the issues and presented them and then it became the women's health and mental health of that task force and the hearings there and we did get forward momentum. The NIMH was very good, **Dolores Perin** worked there. She had been a staff person for the commission. We umm, developed the NIMH women's mental health agenda um, the research agenda, and ah, I got a little contract to produce some papers and I did a special issue of *American Psychologist* as a public policy forum on women's mental health and got that rolling. And a lot happened around women's mental health, but it's the kind of thing where you have to be vilignat because you turn your back and get a change in administration and all of a sudden you made progress and all of a sudden there you go... So, it's difficult.

By the way I have a story that you might be interested in. A historical footnote. Because one of the things is psychology and psychiatry always fight, are rivals. Well, I'll never forget, in 1972-73 Tena Cummings and I were invited to the American Psychiatric Association Committee on Women meetings to thank us for helping them. We helped them form the Committee on Women in Psychiatry and got a standing ovation from all the women psychiatrists for our contributions for helping them. So the women have always been pretty good in terms of supporting each other. The field rivalry hasn't overcome the importance of being allies on these issues.

A: Just as an aside - what has happened to Phyllis Chesler?

N: She's been doing books. She did a book on women and money a while ago, but I don't know what she's doing now. *Women and Madness* was something that was really very provocative and got people talking about mental health in different ways.

A: I think she also wrote *The Sacred Bond*...

N: She did one on motherhood.

A: Well, let me wrap up. We've talked a lot about professional life and all of the incredible areas that you've worked on, and policy, and research and we haven't talked too much about your teaching but maybe we can do that another time. In the historical literature on women, one of the factors that seems to have played a big role in first generation women's lives and I think it's an ongoing issue, is how to balance career and marriage at the same time... and you married again, you married a second time -

N: 33 years!

A: 33 years! How has that been for you? Balancing career and marriage?

N: Well I haven't had children. That makes a big difference. And it's funny because I haven't missed them. I have a lot of kids in my life. I have a lot of young people in my life. I started out doing population [psychology] - that really made me concerned about people having too many children. My mother who had four at the time did a little thing at her high school reunion, and said, "Really, if you have more than two, they're breathing someone else's air." So, of course today it's a little bit different. Intelligent, educated people are having more than two kids again. But I just, ethically, I just didn't feel that having children was the right thing to do. But I, I have been fortunate in having a lot of kids in my life.

My husband, my second husband, worked at OMB- Office of Management and Budget and we commuted together and I had a couch in my office. So he'd come over and we'd have dinner and he'd lay on the couch and read while I worked until 9pm and then we'd go home together. So that's how we shared time before I decided that as long as I was there to work, there would never be a Women's Program Office and that's when I resigned and went to government. And then that was really something else. I'll tell you that story sometime.

But I was very fortunate, [end of DV #1] my husband **Allen Myer** has always supported me, he helps me do everything. He reads my stuff, he's a partner, and I help him too. We just have a great life and I get a lot of meaning from my work and I think he gets a lot of meaning from my work. He left OMB, he left his job when I moved out to Arizona, he followed me and it was interesting to see the difference. The men who worked at OMB with him seemed to be envious. They sort of harassed him, "What are you doing, following your wife?" It's like, you get to go... you can change jobs, you can do different things, you are not tied down. Your wife has a career, that means you're free. It was such a different view!!!

A: You would say that ahh, you, really had the experience of having a partnership.

N: Yes, yes, he's definitely a partner, and he likes to cook. Oh boy, does he like to cook.

So I have this thing where I give people rum cakes who have helped me - but I started out, I'd give them just a little treat at Christmas, oh you are so good to me, you helped me with that report, I want to ... Merry Christmas! And then, the next year, people were asking is Allen making his rum cakes again? We are up to 40! 40 rum cakes! Around Christmas time our kitchen is like a bakery. And it's funny because we have some cleaning staff in the building, and about the first week of October they start, "Now, you're going to have cakes this year right? I should have some!" They're like, yah, like I'd forget them... sure! It's really a kick. But for example, we have a missions weekend we have a deal where one of the faculty members who has a clean house, which of course, I really have and then , Allen and I cater. So we'll cater the food for the faculty graduate student party that we have. We'll have events and he'll cook for us.

A: So he's been a real part of your professional life in a lot of ways.

N: Oh yes, absolutely. He edits what I do. Very very powerful editor. He of course was trained in political science and policy so it's really helpful to have someone, and he used to be branch chief for T-40 Maintenance which is welfare, food stamps, that sort of thing and knows an awful lot about policy. When we left he become a consultant to state governments for a while and then we got tired with him traveling all the time, so he went back to school and now he teaches at Macy College which is a just a local community college. He really likes it. He enjoys his students and gets a lot of stimulation from them. But on the other hand he's an adjunct so he doesn't have to do all the things, so it's kind of nice because he, I wouldn't call him retired, maybe quasi- retired. Although he teaches four courses a semester! I mean it's, for some reason. But some of them are on-line. We went to China He was teaching summer school and he was teaching his courses in China..and it just makes it nice and flexible. But he teaches an awful lot. I don't teach as much as he does. And he teaches small classes, community colleges have a different philosophy about class size. So, I'll teach 200 and he'll teach 20. So, in one class I have more students than he does. But it's been an adventure to have a partner who always makes you feel supported.

I'll never forget, when I worked for NICHD I worked for a director who I considered to be unethical. I considered him inappropriately interfering with the review process. I fought constantly. I was basically threatened- "You're not going to get promotion if you don't fall in line." I did not do it. I really, I'd come home at night and cry. It was the most horrible experience. I should have known when I went there what was going to happen umm, just based on the medical, I don't how female physicians did it. The caring compassionate physician - ha!

I'll never forget one time when I interviewed for that job I went out on the site and there was this nice person Dell, who was a staff person and after the site visit I was there observing... they were all men physicians who studied endocrinology, maternal and child, they deal with women patients. And I'm sitting there and this man starts in on me. "Oh yeah, well you know, there aren't any women in music, there aren't any women in math, women can't do genetics, women can't do this, women can't do this." And I said "Well you know," I said, "Women, you aren't used to having women professionals

around you, because there aren't that many in your field. But you know in psychology there are a lot of women professionals, so you get this kind of ahh, familiarity with all the contributions of women and the more I studied psychology, the more I see that there are women who make contributions, so maybe there are women in music" And later I found out that yes there are! .. and in these other fields that you just haven't heard of. In Psychology you know it's different. The guy says, "Well go back to Psychology sweetie, you can't handle this job! We need leadership, we don't need you!" And I was like, "oh." And I said "Well you know," I said, "If I were a man, you would be saying, "Well you're a psychologist and you know, we're in the medical field and you might need some help and how can we help you" and so that's what I expect from you. And meanwhile the other - it was so fascinating, I learned a lot from that! The man Dell, "Ooh!" he didn't know what to say! He's a staff person, this is supposed to be the distinguished scientist that we are taking for a site visit! They're hacking at me like this, and this other man, who obviously was a good guy, he was just speechless. He didn't know, should we defend her? Not defend her?

So then I went back into my room...to be honest I went back into my room and cried! And so then in the morning I come down and one of the guys was an Italian. And he was sitting there - I have to tell you one of the greatest things I did in my life is go to breakfast that morning after that night.

So I go in - "Hi, hello, how are you, good morning" and we are there chatting and one of the guys, he's talking about he's an Italian. And somebody said, yeah, they always think Italians are mafia, the stereotypes, and I say, "Yeah it's kind of like being a woman" and he goes "You know - you're all right." Well it was like they were college kids hazing or something....It was the most ridiculous horrible experience. So anyway, they...

A: So that was just the beginning of the NICHD experience.

N: Yes - that was the beginning of the NICHD experience. And I spent 15 months there. The average ??? cycle was 4 cycles a year, I did 14 in my 15 months and meanwhile they wanted me out of there. The Director wanted me out of there and I had to refuse, and it was horrible, and so he couldn't get me out of there. So he said well maybe he would transfer me, then they went into this - "You're doing such a good job let's transfer you to the Center for Mental Retardation and you can do such a good job over there." And so these letters started to appear, "You can't have her do that, she doesn't know anything about mental retardation" - which of course I had no interest in mental retardation-maternal and child health, yes, but not mental retardation. And so finally I went over to the Director who was manipulating these letters and I said you know, "Look," and I did a cowboys and Indians thing, the Indians are up here and the cowboys are up here and they're going to come down, and I'm in the middle and I said "Just call off the dogs and give me time to get out of the building. I'm not going to stay here, I'm going to go to APA and head the Women's Program Office. I just have to get this fixed. Just call it off. And then they left me alone. And I did leave, but when I left I was on the Executive Secretary's review activities committee and we wrote strong guidelines about how you weren't supposed to interfere with review. It was unusual because there's a review

division, but there's program project grants, stream grants, ??? in the Institute so it was a different position. But I write a thing saying that I thought the ethical behavior had been inappropriate and I wasn't going stay. And they didn't follow it. But it was a really, quite a learning experience about the politics of the situation at the time and the manipulation of the peer review and how important it is to have that separate peer review division so that then you don't get that manipulation of it. But oh, I tried. I was told "If I don't know them, they're no good. I know everybody who's any good." So I'd go back to the chair and say what about these people – "Oh they're terrific oh this person they're in clinical and they're no good." And I'd go back and I'd say – put that person on, the one that the chair said they're not qualified, do you want me to put them on over the advice of the chair, and I'd say yeah – do it. But you can only do that for so long. They'd kill you eventually. And I'd go back and I'd say here's the list. And the committee commended me they were very supportive....But I figured you have to have integrity. If you let people get you to do things that are unethical then you can't live with yourself. I was not about to compromise my integrity – sometimes you don't know, but I knew I was not going to compromise my integrity. Sometimes you don't know.... But boy it was a rough job. I learned a lot about politics, a lot of different things, in addition to female-male politics, in terms of interdisciplinary politics. And the total insensitivity. People - going on site visits. There's women bathrooms and doctor bathrooms. It was 1975.

A: We're starting to wrap up. Would you have any advice for feminist women who are in psychology today making their way. Any advice, any wisdom you've gleaned that would help?

N: Well one thing about feminism is that there is a joy to it - and an enthusiasm and excitement. We just did this paper on feminism and I talk about this and I got this reaction – "What is this joy and excitement stuff?" So, that's one thing. I think that people shouldn't get into this "Oh it's all complaining." Part of it is creating something new, there's a challenge to challenging old ways of doing things – that's part of the challenge of science. Feminism is in some ways very parallel to a lot of scientific thinking in that you're challenging old ways and mythology.... There are a lot of parallels. But there's a very strong ethic of individualism that sometimes blinds people to the reality of the fact that we are social animals, that we live through connections, and that we get power through connections, and this individualism can actually get in the way - "Well if you don't do something it's because there's something wrong you as a person. When I think you just don't have the right support and connection. People help give you social comparison, people do all kinds of things for us in terms of giving us opportunities so it is important for women to remember that with all this individualistic rhetoric there is a support – a collective action. And that men are feminists too. People tend to forget. And there is a real joy, something positive, productive, collaborative, cooperative, but strong, strong and compassionate, enthusiastic and fun and still "I'm not takin' any crap." But, but it's also important to recognize that you will never please everyone. It's about understanding context.

A: Well thank you very much!