

Assistant Dean to Discuss Mature Woman's Education

Mrs. Kathryn S. Clarenbach, assistant dean of women at the University of Wisconsin, will address the Oshkosh branch of the American Association of University Women Tuesday evening at 8 o'clock in the ballroom at the Twentieth Century Clubhouse.

Mrs. Clarenbach's topic will be "The Wisconsin Plan — Education for the Mature Woman."

Mrs. Homer Malstrom, state AAUW president, and Mrs. Gordon MacIntyre, state college regent member, will participate in the discussion which will follow the talk.

The program at the university is designed for encouraging and making possible continuing education for women.

It is new at the university this year, but Mrs. Clarenbach emphasizes that what is learned at Madison this year during the pilot program can serve for other communities.

More than 60 per cent of the high school graduates in Wisconsin live within 40 miles — a real-

istic commuting distance — of one of the state's 63 institutes of higher learning.

The program at Madison was started after a survey of the educational needs of a group of women. The ideas behind the survey were that many educated women, even those trained in professions, are not now employed and that of those who are employed, too many are doing jobs which do not reflect the professional training they have acquired.

A summary of the results of the survey of a selected group of Wisconsin women was that many are

interested in university courses and employment and that their needs are for individual counseling in making their plans for satisfactory employment.

Miss Alma Therese Link, program chairman, announced that women's organizations in Oshkosh, Fond du Lac, Ripon, Neenah, Menasha, Appleton, and faculty members at Oshkosh State College have been invited to attend.

Prior to the evening meeting, Mrs. Clarenbach will tour the Oshkosh State College campus and will be entertained at a dinner given by AAUW board members and guests, Mrs. N. P. Nelson, president, announced.

Miss Ruth Vorpahl is hostess for the meeting. Assisting her will be the Mmes. John R. Mook, John Lenahan, Roy Deming, D. B. Becker, Jr., Gerald Bothner, S. T. Greenberg, W. R. Rosser and Miss Dawn Johnson.

PTA Will Welcome Members

New members will be accepted at the first fall meeting of the South Park PTA, open to junior high and elementary grade parents. It will be held at 7:30 p.m.

Social Hour Club at Dinner

Move Boldly Ahead, They Are Told

Says Myth Keeps Women In Bondage



"Professional Opportunities for Women" was the subject of a one-day conference at the University of Wisconsin—and the topic of conversation for these participants. More than 250 women from throughout Wisconsin attended the conference at the Wisconsin Center Monday. Left to right are Dr. Esther Peterson, U. S. assistant

secretary of labor and director of the Women's Bureau; Mrs. Howard Latton of Portage; Mrs. Smiley Boyd of Two Rivers; and Dr. Kathryn Clarenbach, assistant to the U. W. dean of women and director of the special University program for the continuing education of women.

Speaker Reviews Women In School

"Who's in Charge?" was the topic discussed by Dr. Katherine F. Clarenbach at the annual American Association of University Women's annual spring luncheon Saturday. Dr. Clarenbach, assistant dean of women at the University of Wisconsin, Madison, has been studying the problems of women wishing to continue their education. Her observations on this subject as well as on the status of women provided the body of her speech.

Dr. Clarenbach pointed out that it is high time women were taken seriously. She mentioned the fact that there are many fields which do not have to be considered "men's fields," but which are not usually entered by women. Engineering, architecture, and school administration were three that were mentioned. Dr. Clarenbach suggested that if women took themselves more seriously and began to enter jobs considered "men's jobs," perhaps the world might take women more seriously.

She cited several signs that progress is being made on this point, mentioning President Johnson's appointment of several outstanding women to positions of responsibility.

Enormous changes have come

about in the lives of women in the past sixty-four years, she pointed out. Demands on women are not the same; many women wish to return to school or to jobs after their children are grown. Thus, many women have begun to prepare themselves for jobs by attending school. Dr. Clarenbach cited the statistics at the University of Wisconsin, Madison: ten years ago there were 75 women over the age of twenty-five on the campus; this year about 1,000 women over twenty-five are engaged in study there.

Many of these women are preparing themselves to be better volunteers in such fields as social work; others intend to resume careers interrupted when their children were small. Very few are taking courses aimlessly.

The E. B. Fred Fellowship Program has been set up on the Madison campus as a three-year experiment in continuing education for women. The experiment will attempt to prove that women can succeed when they resume their studies and later, when they resume interrupted professions. The results have been good so far, and Dr. Clarenbach seemed to believe that they would continue to be



Coffee Time — Lingering at the table during the Spring Luncheon of the American Association of University Women Saturday at the Club Sahara are, left to right, Mrs. R. H.

Winters, past president, Dr. Kathryn Clarenbach of Madison, Mrs. Wesley Rathburn, president, and Mrs. W. J. Harker, also a past president of AAUW.

promising, helping to prove that educated women are not lost to the world after they marry.

More women are interested in part-time jobs, either as volunteers or as regular workers. Some of the opportunities available are in such fields as teach-

ing, social work, administrative work of various kinds, and library work. There is a manpower shortage in fields requiring higher education.

All in all, Dr. Clarenbach felt that there will be a general re-evaluation of education for un-

dergraduate women which may lead to changes in higher education for both women and men. Because the world is changing so rapidly, more and more professional people will have to return to campuses to study and keep up in their fields.

U. Educator Meets Mrs. LBJ



Introduced by W. Willard Wirtz, U. S. Secretary of Labor, Mrs. Lyndon B. Johnson and Dr. Kathryn Clarenbach (right) of the University of Wisconsin meet in Washington, D. C. The occasion is the Washington Conference of Governors' Commissions on the Status of Women. Dr. Clar-

enbach is chairman of the Wisconsin Governor's Commission. She is the U. W. assistant dean of women. The conference was sponsored by the Interdepartmental Committee on the Status of Women and the Citizens' Advisory Council on the Status of Women.

Dr. Kathryn F. Clarenbach Will Preside As Toastmistress At March 30 Matrix

DR. KATHRYN F. Clarenbach, 2229 Eton Ridge, will preside as toastmistress at the 35th annual Matrix Table honoring 500 outstanding women from Madison and the University of Wisconsin. Sponsored by the University's Beta Chapter of Theta Sigma Phi, the banquet will be held at 6:30 p.m. Tuesday, March 30, in the Memorial Union's Great Hall.

Other special guests will be Mrs. Gerald A. Bartell, 3959 Plymouth Circle, last year's toastmistress and honored guest this year, and Miss Ann Tonjes, 270 Langdon St., who will give the student response.

Mrs. Clarenbach, director of the University's Department of Education of Women, is a product of a Wisconsin education. She was graduated from Sparta High School and earned her B. A., M. A. and Ph. D. degrees at the University in political science. As a member of Mortar Board she attended the 1941 Matrix Table.

She was an administrative analyst on the War Production Board in Washington, D. C., from 1942 to 1944, and after receiving her Ph.D. in 1946 she went to Purdue University, was married and taught political science through 1947. She then went to New York City for a year to become executive secretary for Encampment for Citizenship.

* * *

IN 1950 Mr. and Mrs. Clarenbach went to Olivet College in Michigan, where she taught sociology and he taught political science. A few years later they moved to Missouri, where she was on the State Board of the League of Women Voters and the St. Louis Child Welfare Board.



Miss Ann Tonjes

They returned to New York and in 1961, they came back to Madison "just because we wanted to live here." Dr. Clarenbach became a political science lecturer for the University Extension Services and taught economics at Edgewood College.

Besides her duties as president of the West High School PTA and chairman of the Governor's Advisory Council on Economic Opportunity, Mrs. Clarenbach finds time to relax with her husband, Henry, and their children, Sarah, David and Janet.

Mrs. Bartell, a 1938 graduate of the University, attended her first Matrix Table that year as publicity chairman.

After working as a script writer for WHA for eight years and later as associate director of the Wisconsin School of the Air, she began to collaborate with her hus-



Dr. Kathryn F. Clarenbach
Schumann and Associates Photo

band on recordings for children. These include a TV series which they wrote and filmed and sold in Australia, the Netherlands and Japan, and current events films used in grade schools.

Mrs. Bartell is a member of the Governor's Council on the Arts and is acting president of the Madison Arts Council this year. She is also a member of Theta Sigma Phi, Phi Beta music and speech sorority and Phi Beta Kappa. With her husband, she is co-chairman of the state National Library Week to be held in April, and serves on the boards of directors of the Madison Art Associa-



Mrs. Gerald A. Bartell

tion, West High School PTA and the First Unitarian Society.

Miss Ann Tonjes, Fond du Lac, is president of the Associated Women Students at the University and is a member of Crucible, Mortar Board, Phi Kappa Phi and Gamma Phi Beta. Last year she served as AWS treasurer.

A senior in Ibero-American studies, she plans to go to graduate school.

WHERE?

Dr. Kathryn Clarenbach Is Invited To White House by Mrs. Lyndon B. Johnson

By JOSEPHINE P. RADDER

(Assistant Society Editor)

Dr. Kathryn Clarenbach, 2229 Eton Ridge, director, University Education of Women at the University of Wisconsin, will attend a meeting Friday at the White House at the invitation of Mrs. Lyndon B. Johnson.

She will be a part of a special group invited to hear Sargent Shriver discuss "Project Headstart," a new program whose goal is to rescue this country's disadvantaged children.

Her "ticket of admission" at the White House gate will be the telegram she received from Mrs. Johnson.

Viet Nam Is Dickey Chapelle's Topic at 35th Annual Matrix Table



PARTICIPANTS in Tuesday evening's 35th annual Matrix table are seated left to right, Dr. Kathryn Clarenbach, toastmistress; Mrs. Dickey Chapelle, guest speaker, and Ann Tonjes, who gave the student response. Standing, Mrs. Jerry Bartell,

honored guest; Mrs. Niki Barnett, president of Beta chapter of Theta Sigma Phi and general chairman, and Mrs. Kenneth Orchard, who gave the town response.

Staff Photo by David Sandell

State Woman New Chairman

WASHINGTON (AP) — Mrs. Kathryn Clarenbach of Madison, Wis., has been named acting chairman of the National Organization for Women, a group supporting women's rights.

Mrs. Clarenbach, chairman of a Wisconsin state commission on the status of women and director of education for women at the University of Wisconsin, said the national group was formed in June after a national conference of state commissions.

One of her first tasks, she said Sunday, concerns a man.

She said she intends to write to the White House urging the reappointment of Richard Graham, formerly of Menomonee Falls, Wis., to the Federal Equal Employment Opportunity Commission.

Founders of Mrs. Clarenbach's group call Graham "one of the best men in Washington" concerning women's rights, she said.

Failure of the latest convention of state commissions to urge Graham's reappointment was a reason for inspiring organization of her group, she said.

Another chief complaint, she added, is the separate listings for men and women in the help-wanted divisions of newspaper advertisements.

She said the group has 42 charter members from throughout the nation including — from Wisconsin—Mrs. H. C. Allness, Viroqua; Mrs. Burt Boyer, Beaver Dam; Mrs. W. E. Finlayson, Milwaukee; Mrs. Nancy Knaak, River Falls; Mrs. Doris Ingres, Beaver Dam, and Miss Catherine Conroy, Milwaukee.

NOW is the time say the women

WASHINGTON (AP) — A group called National Organization for Women (NOW) announced its formation Sunday night to work for "true equality for all women in America."

"There is no civil rights movement to speak for women, as there had been for Negroes and other victims of discrimination," the group said in a statement of purpose.

After a weekend organizational meeting, it announced it is forming with 300 charter members — both men and women and representing all religious, ethnic and economic groups.

The organization said it would work for "a fully equal partnership of the sexes, as part of the worldwide revolution of human rights."

Named chairman of the board was Dr. Kathryn Clarenbach, director of continuing education at the University of Wisconsin and chairman of the Wisconsin governor's commission on the status of women.

Elected president was Betty Friedan, author and social critic, who wrote the best-selling book *The Feminine Mystique*.

The group said it would help all women "break through the silken curtain of prejudice and discrimination against women" in all fields in the U.S.

Among its proposals were a network of child-care centres and other programs to allow more women to work while raising a family and a national retraining program for women who go back to work after their children are grown.

NOW Is the Time For All Women to Come to the Aid of . . . Themselves

By IRNA MOORE

(Of The Capital Times Staff)

For 42 women the time is now to end the "failure to make use of half of this country's brainpower and ability."

The organization which they have formed to "bring women into the mainstream" is NOW—National Organization for Women. Mrs. Kathryn Clarenbach, director of University education for women, is temporary chairman, with headquarters in her Madison home, 2229 Eton Ridge.

NOW was initiated last June at the end of the National Conference of State Commissions on the Status of Women in Washington, D. C.

"We recognized that the commissions were not the vehicle for taking concerted national action, and we believed it was urgent to have a nationwide organization of people who could take action," Mrs. Clarenbach said in an interview.



Mrs. Clarenbach

Mrs. Clarenbach, who is also chairman of the Wisconsin Commission on the Status of Women, added that NOW believes that "this is the time for those of us who care to insist that there be a breakthrough in

equal rights for women."

"The whole nation suffers from the failure to make use of one half of its brainpower and ability. Women are not in decision-making capacities; they're in a secondary role if they're there at all."

NOW plans to utilize the momentum for equal rights provided by recent civil rights and other legislation to insure the gains for women which are in sight and to "keep our goals from being diluted," she added.

High on the list of goals for equality for women, Mrs. Clarenbach said, are:

- Equal employment opportunity "The Equal Employment Opportunity Commission is not hearing from enough women, and the commission itself must stop backtracking by saying separate classified help-wanted ads for women and men are not discriminatory."

- Jury service inequities —

"Two states (Mississippi and South Carolina) still prohibit women from juries, and many others have separate regulations for women."

- Welfare — "There is tremendous possibility for improvement of the lot of women who live in poverty."

- Minimum labor standards — "Many states have protective labor standards for women, and these should be extended to men."

Mrs. Clarenbach, mother of three who holds a Ph.D. in political science, added that most women are not aware that they

are secondary citizens and are not receiving "equal pay for equal work."

"There is a great deal of resignation on the part of women and the vast majority of them don't realize that they are disadvantaged," she said.

"There are also a great many

parallels between the drive for equality for women and the civil rights movement, and it's no coincidence that these are both taking place at the same time," Mrs. Clarenbach added. "Progress in one area will help progress in the other."

Membership in NOW is open

to both men and women, and all who join before Sept. 1 will be charter members. Thus far 42 women have joined, and Mrs. Clarenbach believes that "there are enough women who see the need for action and don't shy away from taking it" to make NOW a success.

THE CAPITAL TIMES

★★★

MADISON, WIS., Monday, August 1, 1966

—17

State Officials Doubtful, Money Limited

Vocational School Faces

At WSU - Stevens Point

'Status of Women' Conference Saturday

Dr. Kathryn Clarenbach, director of University Education for Women at the University of Wisconsin, Madison; Dr. Vera Schletzer, director of counseling, University of Minnesota, and Dr. Arthur Macht, Marshfield Clinic psychiatrist, will be among keynote speakers to address the "Status of Women" conference at WSU-Stevens Point on Saturday, April 23.

The all-day program is open to all women in the central Wisconsin area. Co-sponsored by the Governor's Commission on Status of Women and the university, the conference is titled "Paths to Fulfillment."

Speakers and individual discussion groups will consider women's role in a changing

society, and the problems women face in fulfilling responsibilities of the times. Opportunities for individual education and self-improvement will also be reviewed.

Coffee hour and registration will be held from 9 a.m. to 9:30 a.m. in the Gridiron Room, University Center. Dr. James Albertson, WSU president, will welcome conference participants. Mrs. Robert R. Williams, member of the Board of Regents of State Colleges and co-chairman of the conference, will introduce the speakers. Dr. Kurt Schmeller, WSU assistant to the president, is the conference co-chairman.

Dr. Schletzer has selected the conference theme, "Paths to Fulfillment," as the topic of her address. Former co-ordinator

and co-director of Women's Continuing Education at the University of Minnesota, Dr. Schletzer has served as a member of the Minnesota Governor's Commission of Status of Women.

Conference participants will separate into discussion groups to consider various aspects of the modern woman's home and career. Groups and their leaders will include: "The Woman in Business," Mrs. Lyle Schoenherr, WAOW-TV; "The Woman in Volunteer Services," Mrs. W. J. Freund, Wausau; "The Women in Education," Sister M. Marguerite, St. Joseph's Hospital, Marshfield; "The Women in the Home," Mrs. William Huffman, Wisconsin Rapids, and "The Woman in Politics," Mrs. Hugo Marple, Stevens Point.

Dr. Macht, the luncheon speaker, will discuss "How a Man Influences a Woman's Approach to Choices and Opportunities in Life." A former staff psychiatrist at St. Mary's Hill Sanitarium in Milwaukee, Dr. Macht was chief psychotherapist at the V. A. Center Hospital, Wood, 1949-53. He is a member of the Wisconsin and American Psychiatric Associations, and a diplomat of the American Board of Psychiatry and Neurology.

A panel discussion, "A Woman's Definition of Self," will be moderated by Dr. Clarenbach. Chairman of the Governor's Commission on Status of Women, she has her Ph. D. in political science from the University of Wisconsin.

Taking part in the panel discussion will be Dr. Lee A. Burress, chairman of the English department, WSU-Stevens Point; Mrs. Helen Corneli, Plainfield, chairman of the education sub-



Dr. Kathryn Clarenbach



Dr. Vera Schletzer

committee, Waushara County Committee for Economic Opportunity; the Rev. Thomas Finucan, principal of Assumption High School, Wisconsin Rapids, and Helen Godfrey, associate dean of students, WSU-Stevens Point.

Women who wish to take part in the conference may make

reservations with Dr. Kurt Schmeller, assistant to the president, WSU-Stevens Point. A \$3.50 registration fee also includes the cost of the luncheon at the University Center. However advance registration is not necessary, and women can attend all or one part of the conference if they wish.

Birmingham Housewives Outrun Daily Tension

BIRMINGHAM, Ala. (AP) — "May I speak to your mother, please?" A young voice replies: "No, I'm sorry, she's outside, running."

Almost every day, six attractive housewives run around their Birmingham neighborhood.

Motorists stare. Curtains of some houses are seen to part.

Twice a week, a 56-year-old woman dons sports togs and runs two or three miles around an indoor track at the YMCA, often joined by others.

Men runners, huffing on the same track, pay them little

physical fitness and it seems to be contagious.

It's a way of battling the pressures of housework, the telephone, noisy kids, business pressures, cooking and, always, the waistline.

"The basic problem of women is emotional; the average housewife is our source of concern," said Marion Phillips, one of those responsible for these goings on.

Would life be more enjoyable, tension-free for the average Alabama housewife if she ran a mile daily, or exercised a minimum of 15 minutes per day?

Mrs. Phillips, a physical fit-

Apply Art Principles, Add Eye Appeal to Meals

Consider the basic art elements of color, texture and shape when planning meals to increase eye appeal, according to related arts instructors at the University of Wisconsin. The attractive appearance of foods is important to en-

Foods textures mean a sensation of touch suggested through your eyes. Foods such as mashed potatoes have a soft texture; raw carrots have a hard texture and bacon has a crisp, crunchy texture.

In the white menu given above

'Yes, You!' Theme Developed By Panel at MDCCW Meet



PICTURED ABOVE are three Diocesan officers and the panel of speakers who developed the theme "Yes! You!" in a morning session at the recent Madison Diocesan Council of Catholic Women convention.

Left to right are Dr. Kathryn Clarenbach, specialist in the field of continuing education for women at the University of Wisconsin; Patrick Lucey, realtor and former lieutenant governor; sister Marie Monica, O. P., the only female teacher at Holy Name Seminary and President of the Diocesan Sisters' Council; Mrs. Edmund V. Droessler, Lancaster, president of the MDCCW; Mrs. Joseph Schopen, Jefferson, diocesan international affairs chairman; Mrs. Leonora Wiest, Madison, treasurer, and the Rev. Gerald Vosen, associate pastor at St. Peter's parish in Madison and member of the diocesan liturgy commission.

The two-day convention was held at James Madison Memorial High School. Special guests included Bishop Cletus O'Donnell; Mrs. Raymond Grimmer, national director of NCCW; Mrs. Robert Pfeifer, past president Milwaukee ACCW; Mrs. Gerald Sacia, president of LaCrosse DCCW; Mrs. Stanley L. Nerdrum, Madison, vice president of Church Women United in Wisconsin; Mrs. Dewey Sturzl, president of Superior DCCW, and Mrs. John Krueger, president of Milwaukee ACCW.

Dr. Kathryn Clarenbach Discusses Educational Needs Of Women

By JAN MCLEIN

More women are going back to work and require opportunities for continuing their education, according to Dr. Kathryn Clarenbach of Madison. Dr. Clarenbach is former chairman of the Governor's Commission on the Status of Women and a specialist in women's education at the University of Wisconsin.

Dr. Clarenbach, who successfully combines a professional career with being a wife and mother, said the pattern of women's lives is changing. She said women of today are marrying at a younger age, are having fewer children, have fewer household demands, and they are better educated.

However, more child care facilities are needed if women are to be free to continue their education and be part of the labor force, according to Dr. Clarenbach. She said matching federal funds are now available for building child care centers.

In an article Dr. Clarenbach wrote for the January 1970 issue of the "AAUW Journal," she said, "During the decade just ended, the proliferation of programs directed toward continuing education for women has exceeded almost all expectations. From coast to coast, scarcely an institution of higher learning has not responded in one way or another to the tidal wave of women seeking to resume or begin advanced studies."

She said, "Interinstitutional program cooperation has been accentuated as has the participation of a growing number of voluntary organizations with a concern for adult education. A steady trickle of foreign visitors from every continent to observe and exchange ideas is a reminder of the worldwide dimensions of continuing education for women."

According to Dr. Clarenbach, "All of the hundreds of programs share the common goals of developing and utilizing the potential of women, expanding educational opportunities and thus helping to fill the enormous social need of our time for educated manpower."

She said early programs such as the Minnesota Plan and the Radcliffe Institute independent studies were "viewed at first by many skeptics and traditionalists as just another fad to amuse the women."

"By 1970, however, there is no longer any question among informed people that continuing education of women, and of men, must be built into our educational system, not as an afterthought or a special fill, but as a serious responsibility every bit as essential as the education of the young," she said.

What was accomplished during the 1960s in education for women? Dr. Clarenbach said, "Obviously accomplishment number one is the official opening of educational doors to adults — especially women — and confirmation of their academic ability. The opening of the most select academic door on our campus is represented by the Carnegie-financed E. B. Fred Fellowship for mature women."

The five-year program provided scholarships to 40 women who were candidates for doctoral and advanced professional degrees.

Dr. Clarenbach said, "Grandmothers on campus are now no longer oddities. Facilities have learned to respect the classroom achievement of adult women."

She said, "On many campuses, the attainment of continuing education programs has involved long and sometimes incredibly stubborn tasks of persuading administrators that flexibility is not synonymous with lower standards."

"The 1961 President's Commission on the Status of Women spelled out some essentials if we were to provide adequate education for women," according to Dr. Clarenbach.

The commission advised that provision be made for ready transfer of credits, increased uses of testing for credit combined with substitution of relevant life experiences for



DR. KATHRYN CLARBACH

course work, permitting part-time study, reassessment of age limits and requirements, plus the basic provision of financial assistance, Dr. Clarenbach said.

Dr. Clarenbach said inroads have been made in these recommendations for flexibility, from the elimination of required physical education for adults and modification of application forms appropriate to self-supporting adults to removing age limits for admission to professional schools, permitting part-time study and giving modest attention to easing credit transfer.

"Equivalency testing, however, remains in its infancy, and financial assistance to the mature woman is virtually still a dream," she said.

"Both of these failures reflect a refusal on the part of trustees and college administrators to acknowledge the real value of the potential contribution of women," she said.

Foundation support from the Carnegie Corporation of New York, Rockefeller Brothers, American Association of University Women, Durnforth and the Kellogg Foundation made possible the initial large-scale movement for continuing education for women, according to Dr. Clarenbach.

She said, "National Defense Education Act loans are finally granted to students carrying half-time loads, but they are still not available to the many adults who must earn fewer than half-load credits."

The absence of adequate financial support is one reason the bulk of continuing education clientele continues to be middle or upper class women, the majority of whom have had some previous college-level education, she said.

Having just completed five years of work as chairman of the Governor's Commission on the Status of Women, Dr. Kathryn Clarenbach was elected in May 1969 as chairman of the first temporary national steering committee to organize a proposed national association of state commissions. Dr. Clarenbach has participated in five national conferences of state commissions held in Washington, D.C.

Besides her work in this area, Dr. Clarenbach is a specialist for the Education of Women Center at the University of Wisconsin. She also serves as chairman of the board for the National Organization for Women, chairman of the board of trustees for Alverno College in Milwaukee, and is a national consultant for the Commission on Occupational Status of Women and the National Vocational Guidance Association.

Dr. Clarenbach is a graduate of Sparta High School. She re-

ceived her B.A., M.A., and Ph.D. in political science from the University of Wisconsin. Her thesis material included studies on "The Effect of Crises on Public Recreation" and "Recent Anti-Democratic Ideas and Tendencies in the United States."

Although a busy woman professionally, Dr. Clarenbach also finds time for her family. She and her husband, Henry, have three children, Sara, 21, David, 16, and Janet, 12. Dr. Clarenbach is the daughter of Dr. A. E. Frederick of Sparta and the sister of Robert Frederick, R. 3, La Crosse, and Gordon Frederick, Sparta.

Since the time she was a Sparta resident, Dr. Clarenbach has been director of the Education of Women Center at the University of Wisconsin, an assistant professor of sociology at Olivet College, a political science instructor at Purdue University, and an administrative analyst for the War Production Board in Washington, D.C.

"increasing urgency."

These problems confront continuing educators and formed much of the agenda of the recent national gathering of program directors. Such meetings are called by the Adult Education Association and the National Association of Deans and Women's Councilors as well as the U.S. Office of Education and the Women's Bureau of the U.S. Department of Labor, Dr. Clarenbach said.

"After a decade of efforts to modify institutional procedures, encourage women to raise their own sights and self-evaluation, assist in the placement of women in socially useful and individually rewarding enterprise, persistent roadblocks recur. They are rooted deeply in tenacious attitudes reminiscent of nineteenth century opposition to women in higher education," Dr. Clarenbach said.

She said, "There are still departments in colleges and universities of good repute including my own which pride themselves on never having had a woman among their tenured faculty. In other departments individual faculty members having had an unfortunate experience with a female adviser who forsake her graduate work for marriage or motherhood are no longer willing to invest their time with any of the high-risk sex."

However, Dr. Clarenbach said, "In my observation, the self-expectation of American women is rising perceptibly and passive acceptance of second best is dwindling rapidly. Campus ferment among women students, graduate and undergraduate, demanding their rightful opportunity has begun to erupt, and this is only the beginning."



A jubilant atmosphere prevailed today with the signing by Gov. Patrick Lucey of a bill to prohibit discrimination against women in the extending of credit. Rep. Marjorie (Midge) Miller (D-Madison), one of the sponsors of the new law smiles (right), as Gene Boyer, national vice president of the National Organization for Women flashes a string of credit cards. They were present for the signing of the bill

together with (left to right) Kathryn Clarenbach, chairwoman of the Governor's Commission on the Status of Women; Katie Morrison, chairwoman of the Wisconsin Women's Political Caucus; and Marian Thompson, a member of the Governor's commission and chairwoman of its employment commission. (Staff Photo by David Sandell)

Women finding more ways to use their political punch

By CRISTA ZIVANOVIC
Capital Times Staff Writer

It seems that only now, 10 years after the women's movement burst upon the scene replete with bra burnings and feminist slogans, women are finally realizing that organizing around issues is not enough.

Getting involved in the politics of issues, working in political campaigns, and running for office are now the kinds of activities they are undertaking on a large scale.

And they seem to be succeeding so far, according to Caucus President Iris Mitgang, who pointed out that women have doubled their numbers in elective office during the past five years.

In addition, she noted, women will comprise half the delegates to this fall's Democratic National Convention and almost half to the Republican convention.

Although progress has been slow, it has also been steady — and that is what it's all about according to Mitgang, who said, "Progress is winning."

Mitgang, panelist and keynote speaker at the annual convention of the Wisconsin Women's Political Caucus taking place this weekend at the University Bay Center (1850 Willow Drive), said a strong network of women's groups exists and that if it can be kept alive, women will enter the "big" with the potential to effect real change.

"The network exists," she said. "That's the legacy of the '70s. And as we are eternally defining issues, we are discovering more and more issues that are women's issues. Are only men affected by the price of groceries or child care?"

Mitgang also attacked the notion that women's rights and problems are "single-issue" concerns.

"There is not a 'single' issue when women comprise more than half (51.1 percent) of the electorate," she charged. "We can have a voice in the budget, the military, business, and the economy."

As an example, she noted that in cutting the budget, President Carter singled out many areas where funds would be pared. Because of the Cau-

cus' 17 press conferences and efforts to influence policy, however, it is likely that small business loans to women and minorities and funding for the Domestic Violence Act will remain in the federal budget.

"This is a symbol of the kinds of issues that are 'women's' issues," she said.

Mitgang's talk was part of a four-member panel and symposium Friday night where Wisconsin women discussed everything from planning strategy for the national party conventions to whether a woman could be the next U.S. vice president.

Regarding the former, Mitgang pointed out there are "various issues that are natural for women to unite" with other groups on. She said the Caucus probably will form coalitions with "union women, gay women, Hispanic women, and black women" on economic issues, passage of the Equal Rights Amendment, and freedom of choice to abortions.

As for a woman vice president? "It won't be Phyllis (Schlaefly) or Anita (Bryant)," she said, smiling.

As the "political arm" of the women's movement, the most concrete and pertinent goal of the 45,000-member Caucus is getting women elected to public office.

To that end, Mitgang said that of the 31 women in office in Alabama, 21 are "not only identified with feminism but are also Caucus women." In Ohio, every woman recently elected is also a Caucus member.

Women moving into public office are those who will carry women's issues to the fore of politics, but it will take continued and patient effort, Mitgang said.

Today's schedule includes meetings to discuss platform development in the areas of rights (ERA, affirmative action, right to choice), the family (marital property, homemaker rights, social security, displaced homemakers), the body (health care, family planning, abortion services), education (sex-role stereotyping, Title XI), the marketplace (women as employers and employees), and criminal justice (female offenders, sentencing, conditions of incarceration).



SHEILA REAVES/The Capital Times

Three prominent women at the symposium were (left to right): Kathryn Clarenbach, women's education resources unit, University of Wisconsin-Extension; Rara Burr, Madison Redevelopment Organization; and guest Iris Mitgang, national chairwoman, Wisconsin Political Caucus.



Northwestern photo by Carl Platz Jr.
Dr. Kathryn Clarenbach in Oshkosh

Reaganomics 'women's issue'

JO ZORR
of the Heritages staff
She presented the challenges.
A good teacher always does.

Poverty first. Peace and disarmament second.

Dr. Kathryn Clarenbach, political science professor from the University of Wisconsin-Madison was one of two general session speakers Thursday at University Day for Women on the campus of the University of Wisconsin-Oshkosh.

Introduced as the "premier advocate for women in the state of Wisconsin," her no nonsense presentation hit heavily on the fate of women in Reagan's America.

Before she set forth the issues, she not only admitted to biases but defined them. First among them was a belief in the right of every citizen to a life free from poverty.

"Poverty is fast becoming a women's issue in the United States," declared the activist who is chairman of Women's Educational Resources for University of Wisconsin-Extension.

By the year 2000, if present trends continue, 100 percent of the poor people in the country will be women and their children. She backed her statements with frightening figures.

The number of women who are sole bread winners for their households is increasing. Unfortunately, she said, they are in a no-win situation. If they choose to work, they may still be classified as poor, but then they are accused of neglecting their children and contributing to juvenile delinquency.

If they choose to stay home with their children and receive public support, they suffer the disgrace often attached to the dole.

Dr. Clarenbach said, "The cut of \$1 billion from Aid to Families with Dependent

"Poverty is fast becoming a women's issue in the United States."

Dr. Kathryn Clarenbach

Children will affect 987,000 families, 80 percent of them headed by women."

— The \$2 billion cut in Medicaid has a direct impact on women, as 61 percent of the recipients over age 65 are women, and 80 percent of those over age 85 are women.

— The \$3.8 billion cut in job training resulted in a loss of training for 150,000 women, and also reduced staff for child care centers, Head Start, rape crisis, domestic violence and senior centers.

— The cut in legal services, 87 percent women clients, will be eliminated or greatly reduced.

— Sixty-nine percent of food stamp recipients, cut \$2.4 billion, are women.

— Family planning services, cut 25 percent, have nearly 100 percent women clients.

(Her own office — women's educational resources — is the victim of budget cuts in university funding. In order to answer the

educational needs of Wisconsin's women, Dr. Clarenbach now accepts stipends for her many speaking engagements. Her fee is paid directly to the department and makes up "in some small way" for the loss of government funding, she said in private conversation.)

Dr. Clarenbach's only reference to taxes was equally devastating.

"The proposed tax changes would mean a net loss to one quarter of our population where households have combined incomes under \$10,000. While the top 1.2 percent of the people with incomes over \$80,000 would gain \$15,000 per year."

The speaker expressed deep concern over cut backs on affirmative action enforcement.

She noted that a proposal of the Secretary of Labor would only require written affirmative action plans from employers who hold federal contracts of \$1 million or more in a single contract award.

(Present regulations require such plans of employers with contracts totaling \$50,000.)

The new proposal would eliminate most colleges and universities, she said, since 81 percent of their federal grants are for less than \$1 million, according to statistics from the Women's Equity Action League.

Switching from poverty to peace and disarmament, Dr. Clarenbach said she was old enough to recall the outrage of Americans against the Holocaust. And she remembered the questions asked then by the rest of the world.

"Where were the good Germans? Why weren't they speaking out?"

The threat of nuclear war and the question of human survival is real, she said.

"Where are the good Americans? Why aren't they speaking out?"

She finds one encouraging note in the recent combined effort of Senators Mark Hatfield, a Colorado Republican, and Ted Kennedy, a Massachusetts Democrat, for a

"Start by becoming informed on the issues, and be prepared to discuss them."

Dr. Kathryn Clarenbach

joint freeze and reduction of nuclear weapons by the United States and the Soviet Union.

Dr. Clarenbach closed her speech by leaving the ball in the audience's court. "These are the challenges. The options are ours."

A member of the audience was moved to ask, "What can we do? Where do we start?"

Dr. Clarenbach replied, "Start by becoming informed on the issues, and be prepared to discuss them."

Then the thought-provoking woman had lunch, indulged herself with a Mary Kay facial (at the invitation of an old friend), and drove back to Madison to deliver her third talk in as many days.

Kathryn Clarenbach *She no longer minces her words*

BY JANE DWYRE GARTON
Post-Crescent staff writer

OSHKOSH — At every juncture where women's rights have cropped up, Kathryn Clarenbach has cultivated the issues.

Around every corner where feminism has sprouted, Kathryn Clarenbach has planted the seeds.

Twenty years ago, she spoke here to a group of women and told them they didn't have to follow the yellow-brick-road, told them they had choices in life.

"We don't have to say that to women anymore," she said.

She has blazed more trails than she has followed. She has brought Wisconsin's citizens into the 1980s by providing the logic to bolster the cause.

And when she speaks now, her topic isn't women or feminism or equal rights, it's poverty and disarmament and peace.

Clarenbach, professor of political science and department chair for Women's Education Resources for the University of Wisconsin Extension, spoke at UW's University Day for Women last week.

Women, after all, care about, know about and are part of critical topics. Clarenbach began by announcing her biases:

"I am unalterably opposed to poverty and the military budget and am in favor of the right to every person to have a decent standard of living."

And poverty, Clarenbach acknowledged, is fast becoming a women's issue. By the year 2000, all poor people will be women and their families, according to predictions. Women over 65 are in special jeopardy, because they average holdings of less than \$1,000 in savings accounts and receive an average of less than \$4,000 annually in social security payments.

But she sees an undermining of humane treatment of people in need because of attitudes that imply the plight of the poor, the aged, the handicapped, and the ill are no longer the responsibility of the more fortunate or of the government.

"That says some people are more deserving than others," she cautioned.

In reference to budgets which promise escalating military spending, reduced taxes, and balanced budgets, she said some people joke that the way that can be done is to keep two sets of books. What she suspects is two sets of values.

"Some of my friends have tapes of my speeches from 20 years ago. It's fascinating to me to see how indirectly I used to say some of those things," Clarenbach said during an interview after her recent Oshkosh speech.

"I don't hesitate anymore, even



Kathryn Clarenbach

though things are hotly controversial. I have persuaded myself that I am not going to mince words. Not only have I matured, so have the audiences," she said.

Clarenbach headed the former Governor's Commission on the Status of Women when it was created in 1964 and when it was abolished in 1979. In the three years since Gov. Lee Dreyfus did away with that state-authorized office, Clarenbach has not vanished into obscurity and has not minced words about the substitution Dreyfus made:

"I suppose I can't say the question (of the status of women) is being totally neglected. There is an office. More money is being spent. It has a larger staff than the commission had." Dreyfus appointed Marlene Cummings to be his advisor for women's initiatives and appointed task forces to study five areas of interest.

"Principally, those task forces have educated their own members," said Clarenbach, who speculated that unless findings of the group are consistent with administrative ideas, reports simply aren't made.

The commission, on the other hand, was likely to speak out and criticize the governors and Legislatures under which it served and to disseminate publications throughout the state.

"No new paths have been charted," Clarenbach said about the Dreyfus-designed women's office. Probably the most significant accomplishment of the office has been its role in fight-

Continued On Page 7

A father's wish brings lonely walks

It's not the walk so much as the company.

I have two walks. One goes through the woods in a two-mile circle and the other goes around the block. I like to walk them alone, but I love to walk them with company.

For eight years now, I have had company just about whenever I wanted. Espen, who is now 8, was my constant shadow on this walk. When Elvind, now 6, came along, we formed a procession of the curious looking for the curious.

Around the neighborhood block, when a rabbit froze in its tracks over by the bushes behind the Berry house, we would freeze likewise. When Dozer, the little pug around the corner, would come yipping and yapping, we knew he was all bark and no bite. When we met a neighbor, Espen was shy as a mouse. When we went by the house on the corner, we all wondered aloud if there were any salamanders in the window wells.

COMMENTARY



GEORGE HESSELBERG

We follow our secret path through the woods, over the old-fashioned, wide white sidewalk, wondering how it got there, over the sheet of corrugated steel roofing, which appears and disappears and makes a ka-thunk when you walk over it, by the woodchuck's sandpile, beneath a leaning tree and around in a long circle, following little arrows we have made with tree branches placed just so on the ground.

These woody paths require a walking stick, which we pick up as we enter the woods and which we use to fight off the briars, to push away the low branches and for sword fights with the Sheriff of Nottingham's men. There is a big old stump deep in these woods that all three of us can sit on while checking on where the last tree fell and the next one will fall. I can point these things out, but it is more fun to see if the boys point them out first.

"I'm alone on more of these walks lately. The boys have bicycles now and, when I walk around the block, they ride. I stop to talk with people, and they ride. The boys take us to take bike rides, but I'm still partial to the walks."

And more these days, the boys just don't always want to come along. They won't "be with" every time. They have other obligations: piano lessons, soccer, swimming, schoolwork, house chores, "Ren and Stimpy." And other friends. I worried so much when they were younger that they would not have any friends to play with, and now that they have, I sort of miss them and feel guilty about thinking that way.

So I have learned another lesson about fatherhood.

Let me see if I can get this right: I miss the company of my boys, but I encourage them to meet and make new friends, decreasing the amount of company I get from my boys. I want them to get as much exposure to different things as possible, but that cuts into the time, too. It is selfish for me to complain about my perceived drop in priority, and my wife would surely say I'm an old fud for even thinking about it that way.

After all, I haven't been abandoned. The boys still know that I will drop just about anything I'm doing to play a game of catch. Besides, I get to watch those soccer games, listen at those piano recitals, laugh at those new cartoon shows with the boys.

This may mean I was spoiled earlier, when whatever I suggested was greeted with "yeah" and "sure."

Last Sunday, I moved a 10-foot-long homemade table that holds the computer and sewing stuff from the spare bedroom to the basement. I had to take it apart to move it, and it wasn't long before I had a curious 6-year-old holding a socket wrench to a lag bolt on one side, and a confident 8-year-old holding a crescent wrench to the other side, putting the table back together in the basement.

"Which way, Poppa?" asked Espen, and I told him we were tightening the bolt, so he should go clockwise.

"This way, Poppa?" asked Elvind, and I showed him yes, this way.

"What good helps you have," said Elise, noting our tool-happiness.

"We're doing stuff," I said, gruffly.

Later, at dinner, since we didn't have company, we honed our catching skills by eating our carrot sticks down to a nub, then throwing the nub into the air and catching it in our mouths. We all practiced sleight-of-hand tricks with the carrots, pretending to grab one in one hand and then keeping it in the other.

It wouldn't have been any fun doing it alone.

COMING MONDAY

A Madison cardiologist says he can now look into your heart and see more than ever before. See Look, Monday.



State Journal file photo

The State Journal photo file has a long memory and includes shots of activists with cat-eye glasses or Betty Ford hair. We opted instead for what we could find from the 1980s. Here are, clockwise from top, Kathryn Clarenbach, Midge Miller, Ruth Clusen, Judy Goldsmith, Virginia Hunt and Mary Lou Hunts.



DRIVING FORCES

Midwest feminists defy movement stereotypes

By Susan Blocker
Wisconsin State Journal

Feminist bigwig Betty Friedan once called Kathryn Clarenbach a "raw-boned Midwesterner."

Then a few foreign journalists twisted "Midwesterner" into a pejorative for the Madison woman.

Raw-boned or not, Clarenbach took her Midwest background and became a driving force in the national women's movement — becoming the first chairwoman of the National Organization for Women and a recognized key player in women's issues.

Clarenbach was not alone. A two-year project directed by UW-Madison history Professor Gerda Lerner has gathered the oral histories of 22 Midwest women who helped the women's movement, but who didn't meet the stereotype of single, middle-class, East Coast feminists.

In fact, two-thirds of the founding members of NOW were Midwesterners, said Lerner, now Robinson-Edwards professor

emerita. "That's astonishing."

So astonishing that Lerner decided the lives of these Midwest feminists needed to be documented and studied. "I knew there was an important story to be told," she said.

Women included in the study are those whose contributions have been largely ignored in accounts of the movement, Lerner said. Her intent with this project is to add dimensions to the story of feminism, she said.

Of the women interviewed, 18 were married, 14 had children, five were homemakers and seven were trade union members.

Unlike the image of the privileged, middle-class feminist unattuned to the needs of working women, Lerner's subjects "worked their way up through the ranks," she said.

Take Nellie Wilson, for example. She was a single mother who started as a precision inspector at A.O. Smith and became the first woman elected to office in the

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Women interviewed about the movement

Women interviewed for "Documenting the Midwestern Origins of the 20th Century Women's Movement" are:

Nellie Wilson, unions; Martha Griffiths, politics; Mary Jean Collins, National Organization for Women (NOW); Nancy Wood, business; Mildred Jeffery, politics; unions; Dorothy Heiser, NOW; unions; Arvonne Fraser, politics; Doris Thom, unions; Sister Joell Reed, education, NOW; Sister Austin Doherty, education, NOW; Kathryn Clarenbach, education, NOW; Gene Boyer, business; Helen Hensler, unions; Virginia Hunt, politics; Judy Goldsmith, NOW; Clara Day, unions; Addie L. Wyatt, unions.

Mary Eastwood, politics, organized Human Rights for Women; Midge Miller, politics; Sarah Harder, American Association of University Women; Ruth Clusen, League of Women Voters; Mary Lou Hunts, politics.

Oral histories and tape abstracts are available to researchers and the public at the State Historical Society of Wisconsin. Clusen, Hunts and Harder have donated relevant papers to the Historical Society. The UW Libraries already house Clarenbach's papers.

The UW-Madison Women's Studies Research Center and Women's Studies Program will hold a related conference Nov. 20-21 involving these women. Other sponsors are the UW History Department and the Historical Society. For information, call Joyce Follet at (608) 262-9208.



Gerda Lerner, above, whose recent research counters women's movement stereotypes, says the development of women's studies and the recovery of women's history has had "major, major" effect on American women.

Another, she said, is attention to sexual abuse and violence against women. "We haven't stopped it, but at least we're open to its existence."

It's all relative: Nepotism taboo fading

Couples who work together, stay together

By William R. Wineke

Wisconsin State Journal

When couples work for the same employer, they find advantages that may not seem obvious.

"Going to social events at work — Christmas parties, for example — isn't a drudgery," said Kim Hollman who, with husband, Mike, works for Rayovac, a Madison battery maker.

"It isn't a matter of your spouse being with all his friends and you are just trying to be nice," she said. "You both know the other work people at the event."

Rayovac has five married couples on its payroll. Although in the past many corporations have had policies against husbands and wives working together, Rayovac's policy starts at the top: The company is owned by Tom and Judy Pyle.

The company does have a policy against one spouse supervising another but otherwise makes no restrictions on hiring. Kim Hollman is manager of the company's continuous improvement program. Mike is cost accounting manager.

"We usually work different schedules, so when we come home at night, we catch up on what happened at work the same way we would if we worked for different companies," Mike Hollman said.

"We originally had hoped we could at least carpool and save some money, but it turns out that we almost always have to drive our own cars," his wife added.

Another Rayovac couple, Robert Kloppenberg, director of marketing services, and Susan Gill-Kloppenberg, manager of premium sales, also report no problems. "In a lot of ways it is easier for a family



Susan Gill-Kloppenberg and Robert Kloppenberg, seated, and Mike and Kim Hollman have found ways to combine marriage and careers at Rayovac Corp. in Madison.

if both parents work at the same place."

Robert Kloppenberg said "It's easier to arrange day care and take care of other family responsibilities when you both go the same place each day."

Susan Gill-Kloppenberg added that working in the same building isn't really the same as "working together."

"Bob and I probably worked more closely together before he came to Rayovac than we do now," she said. "We met in Chicago, and when we came here, Bob worked for Stephen and Brady Advertising and I was the internal account manager here at Rayovac, so we had to work together a lot."

At the same time, she said, married couples have to set limits on shop talk. "If you

don't force yourself to turn off the office when you come home, you will end up thinking and talking about work 24 hours a day. We give each other a period of time in which we share our day's activities and that's it."

The Hollmans frequently eat lunch together and sometimes consult on business matters during the day.

"I can ask Mike for help with my PC (personal computer) because he knows more about them than I do and I can help him in other ways," Kim Hollman said.

Susan Gill-Kloppenberg said that working in the same place does give you a sense that you understand one another's situation. "Even though you're not doing the same jobs, you do know the company."

By Karen Brandon

Chicago Tribune

CHICAGO — In the mid-1970s, when Ann Hopkins and her husband worked at a national accounting firm in Washington, they were told that neither one of them could become a partner as long as both were employees.

So Hopkins left, and her husband became a partner. She was hired at another national accounting firm in spite of a policy, unnoticed at the time, that prohibited the hiring of anyone with a close relative who was a partner in another national accounting firm. Before it became an issue, her husband left the firm to start his own business.

Since then, the policies at both companies have changed.

"The dinosaurs had to die," Hopkins said.

The tale and its postscript testify to the sweeping changes in working America and how arcane many company policies against nepotism have become.

Over the past 25 years, as the number of married couples in the work force has grown from about one-third to nearly one-half, employers have found they must confront the wisdom and even the legality of longstanding policies. Many policies simply bar employment of married couples; others also deal with organizational questions, such as whether one spouse can supervise the other on the job.

"It's becoming less and less practical to enforce categorical nepotism rules," said Paul Hirsch, the James L. Allen Distinguished Professor of Strategy and Organization at Northwestern University's Kellogg Graduate School of Management.

"The message from more and more companies is, 'We don't discourage dual career couples,'" he said. "They're not saying, 'We encourage nepotism,' but they're saying, 'We'll talk to you.'"

Nepotism policies were intended to eliminate the influence of personal relationships.

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LOOK

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■ Couples coverage/10-14G
■ Raid on radon/17G

1G

Wisconsin State Journal
Sunday, October 16, 1988

Founding force of feminism

Clarenbach
looks back on
past 25 years

By Betty Brickson

Wisconsin State Journal

You know when she opens the door and graciously welcomes you into her comfortable West Side home that there is something quite special about this woman.

It's apparent in the authority in her voice, in her thoughtful, articulate responses to questions and in the proud way she carries herself as she leads you into the sunny living room.

There is something arresting in her tall, thin frame, her careful grooming and the strong chin that runs through the Clarenbach family. Her hair, graying and softly curled, frames a finely lined face and eyes that have seen the fruits of her labor blossom into equal rights for women.

'Kay (Clarenbach) was a critical part of the women's movement. She's hardworking, very bright and has a deep sense of what's going on.'

Catherine Conroy,
NOW co-founder



Kathryn Clarenbach has been a driving force of feminism during NOW's first 25 years.

'They were an interesting team. Betty (Friedan) had great ideas, but Kay (Clarenbach) was the one to take those great ideas, put them together and make something of them.'

Conroy

While most women her age have spent their lives caring for husbands, children and homes, 66-year-old Kathryn Clarenbach also has worked to widen women's options beyond traditional roles. In her contribution to women's rights, she stands shoulder-to-shoulder with such prominent feminist leaders as Betty Friedan, Gloria Steinem and Bella Abzug.

She has been to the front lines of the modern women's movement, she has toiled in the trenches and negotiated with the generals.

Indeed, she is a general.

And on Thursday, Kathryn Clarenbach, retired UW-Madison professor of political science and a founder of the National Organization for Women, will receive a general's tribute.

The Wisconsin Women's Network and Wisconsin Women's Council are honoring Clarenbach and her lifelong contributions to the women's movement with a banquet and toast. Among the featured speakers are Friedan, author of "The Feminine Mystique," Justice Shirley Abrahamson of the Wisconsin Supreme Court and Jacquelyn Mitchard, columnist for the Milwaukee Journal and Wisconsin Women magazine.

"It gets a little embarrassing to get singled out when there are so many hundreds if not thousands of others who do so many things," Clarenbach said during a recent interview in her home. "I see it really as an opportunity to look at 25 years. Not only did Betty Friedan's, 'The Feminine Mystique' come out 25 years ago, but that also was the time when the President's Commission on the Status of Women, the first of its kind in the world, issued its report on American women."

"And it also was the time that Gov. John

Reynolds declared that he would name a commission in Wisconsin. So it really is a quarter of a century of celebration and a look ahead to the next quarter of a century."

Clarenbach's involvement over the past 25 years documents an era of great change for women.

From 1964 to 1979, she headed the Governor's Commission on the Status of

Women. She was present at NOW's first organizational meeting in Washington, D.C., in June 1966, where 27 delegates from state commissions donated \$5 each to start the organization. Clarenbach became NOW's first chairwoman and temporarily ran the organization from her office in Madison. She headed the board during NOW's formative years, from 1966 to 1979.

On leave from UW-Madison from 1976 to 1978, she was executive director of the National Commission on the Observance of International Women's Year, culminating in the Houston Conference in November 1978. When the state governor's commission was disbanded in 1979, she helped found the Wisconsin Women's Network.

Catherine Conroy, of Milwaukee, a former member of the UW Board of Regents who is also a founder of NOW, remembers Clarenbach's role in NOW's early days as the organizer, mediator and problem-solver.

"Kay was a critical part of the women's movement," said Conroy. "She's hardworking, very bright and has a deep sense of

'For women who claim to be feminist to accept this poverty, or to put the interest of the wealthy or of business ahead of people's interests is absolutely contrary to the whole notion of feminism.'

Kathryn Clarenbach

what's going on."

While Friedan was NOW's flamboyant spokeswoman, touring the country and promoting her now famous book, Conroy said that Clarenbach worked behind the scenes.

"They were an interesting team," Conroy said. "Betty had great ideas, but Kay was the one to take those great ideas, put them together and make something of them. Kay saw to it that everything worked out. Without that kind of know-how and determination, I don't know if NOW would have happened."

But 25 years ago, Clarenbach was just learning about feminism. At that time she headed UW-Madison's University Education of Women office, a counseling and career development center for women's continuing education. Unlike most of the women she encountered in that job, Clarenbach had sought a career before having a family.

A native of Sparta, young Kathryn Frederick came from a family that revered education. Her mother was a school teacher and her father, A.E. Frederick, was a Methodist minister, lawyer, state probation and parole officer, and a member of the Wisconsin Assembly in 1914.

In 1946, at age 25, she completed her doctorate in political science at UW-Madison. That same year she married Henry Clarenbach, who later became a Madison real estate agent, and in 1949 she gave birth to the first of their three children.

Sara, the oldest, is now a lawyer in California. David is speaker pro tem of the Wisconsin Assembly and Janet is a science teacher in Oshkosh, N.Y. Henry Clarenbach, who supported Kathryn's career throughout their marriage, died in 1987 at age 73.

In those child-rearing days, before she matured politically in her mid-40s, many women's issues had eluded her. The same is true, she said, of many of her contemporaries in the movement, whom she calls "the old guard."

"We were not kids when we started to address these questions," Clarenbach said. "We were all in our 40s when we began to be involved in this."

"I think there's a time in one's life when you realize that you can't have it all, that there are obstacles, that no matter how hard you work there are still barriers that are part of a patriarchal society."

"That doesn't necessarily occur to people when they're still in school."

Clarenbach's doctoral thesis, a study of anti-democratic tendencies in American politics, never even mentioned women's issues. "Women as a class or caste who were also victims of our failures had not yet come into my consciousness," she said.

But as her role as a leader in the movement grew, so did her understanding of

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