

dictate that gains for women in the field begin with staffing. We can support those gains by supporting unions and living-wage efforts as well as by simply being conscientious about working conditions.

If one has become an administrator, supervision of staff comes with the job. This means regular performance evaluations, encouragement of professional staff, and creating a humane work environment. Many administrators find personnel issues among the most difficult and headache-inducing aspects of institutional leadership. It pays to know one's human relations staff and work closely with them.

### **Student Advisory Liaison Group (SLG)**

Students make up nearly one third of the AAR membership. There is a Student Director on the Board. The Student Advisory Liaison Group ([www.aarweb.org/students](http://www.aarweb.org/students)) reports to the Student Director to assure input from a wide variety of opinions. Most major graduate institutions have a representative in the SLG. The SLG guides the AAR in designing programmatic responses to the needs of student members. In and through the SLG, the AAR alerts students to current trends in scholarship and teaching, provides them with opportunities to become acquainted with life-minded colleagues, and helps them to navigate the shoals of entrance into the profession.

### **Superwoman**

Now, sisters, the fact is that sometimes we have to reach into our dresser drawers and pull out from under our lacy underwear that Superwoman "S." We have to slap that "S" on our chests, brand its image in our brains, jump into our shoes, and fly. We have to leap tall buildings at a single bound. Even though we may be trying to take one day at a time, several days attack us at once.

Sometimes, we have to get up before daybreak, before that first bird starts to sing her song, before the traffic sounds get heavy, while all the rest of our significant others are still in