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ASSOCIATION FOR WOMEN IN MATHEMATICS  
NEWSLETTER

Visits at  
18 Francis St.  
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The Penn State Meeting--Chairman's Report

MAA  
The MAA sponsored a panel on women in mathematics; participating besides myself were AWM members Mary Ellen Rudin and Gloria Hewitt with Christine Ayoub chairing the session. There was general agreement that discrimination exists, but not much on what should be done about it. Audience response was quite sympathetic--in fact it was later suggested that some male chauvinist pigs should have been planted to enliven the discussion. I cannot say that the response was encouraging; instead I feel that it just shows that the hostility is being repressed and that those who think women belong in the home and not in mathematics will not say so publicly. Prejudice is much harder to counteract if it is not admitted openly. There will be an extensive article on the subjects covered by the panel in a forthcoming issue of Mathematics Monthly. One item: volunteer for such things as MAA and SIAM visiting lecturer programs. An important factor is to project the woman-as-mathematician image.

AWM  
The AWM meeting brought in some new recruits but unfortunately no volunteers to work on the newsletter. We decided to change the name of the organization to the Association for Women in Mathematics to relieve any discomfort the male members of the association might have felt. Since women are a minority in mathematics, the support of males is needed to improve the status of women. I want particularly to thank Victor Klee, new MAA president, for his support.

A committee consisting of Florence Jacobson, Vera Pless and Ruth Silverman drafted the following resolution:

Resolved that

- 1) the American Mathematical Society will work actively for equal opportunities for women in the following areas:
  - a) employment at all levels: this will include the search for and recruitment of qualified women.
  - b) advancement and tenure in academic positions.
  - c) admissions to graduate schools.
  - d) graduate and postdoctoral fellowships and assistantships.
  - e) membership on advisory boards and panels

and

- 2) the Society will include more women on
  - a) Society programs and panels, including invited speakers and section chairmen.
  - b) Society committees and governing boards.

*Howard Davis*  
Solveig Espelie presented the resolution at the AMS business meeting. Under AMS rules it was necessary to vote at this meeting to put it on the agenda for the January meeting. In spite of heckling from Saunders MacLane and Lipman Bers, among others, the meeting voted to put it on the agenda. I hope that many AWM members will be at the Las Vegas meeting (there will be an AWM meeting and probably a hospitality suite) as there will be attempts to split the resolution and/or defeat it. I feel strongly that it should not be split; if it is split the first part will probably pass because it does not call for any positive action. The second on the other hand does; opponents will claim, and rightly so, that choices of speakers, etc., should be made solely on merit. In the past they have not been; the merit of women has been overlooked although I am sure that selection committees would deny that women have not received equal consideration. There are women more qualified for various positions than men who have held them in the past; these women should be chosen--not just "considered." The question has also arisen of whether the first part of the resolution applies

only to the AMS as an employer. This is not the intent although the AMS has certainly been guilty of excluding women from top professional positions and should correct this situation.

AMS

As a result of discussions at the meeting last winter in Atlantic City a group of mathematicians organized a petition drive to place my name on this October's ballot for the AMS Council. The feeling was that the method of nomination had in the past operated on the buddy system and had tended to exclude women, young mathematicians and activists. In spite of widespread support and a large number of signatures on petitions, the Nominating Committee refused to place my name on the ballot; note that they were not asked to elect me to the Council, but only to reflect the wishes of many AMS members that my name be on the ballot. When I arrived at the Council meeting at Penn State to protest against the undemocratic nominating procedures, the Council did agree to depart from tradition to open its meetings to observers so that they need not throw me out. However, they used the device of an executive session to exclude me when the crucial subject of the Nominating Committee report was considered. Later on they allowed me to present the case for the liberalization of nominating procedures, but instead of reacting by including my name on the ballot, they assigned the matter of nomination by petition to a committee for study. The Nominating Committee's excuse for excluding my name was that only really distinguished research qualifies one for the ballot--it is not clear that this should be the case in view of the variety of activities in which the Society engages--but an examination of past and present nominees shows that standards of distinction vary. The question remains of whether to have a write-in movement. It is bound to fail because of the AMS setup, but if you haven't already mailed your ballot, I ask you to write in my name for Council member-at-large anyway.

The Nominating Committee feels it has done its bit for women by nominating Olga Taussky-Todd and Dorothy Maharam Stone. While both are distinguished mathematicians, they are establishment types--continuation of the buddy system--and not known for concern for equal rights for women. Nominating them is counterproductive. There is an interesting side issue, however: why weren't these two women on the AMS Council years ago? As another sop to the concern of women, the AMS Council in April established a Committee on Women in Mathematics. However, the budget is so small that the committee can't get together for a meeting and one of the committee spots is yet to be filled. One of the professional psychological organizations gave a group analogous to the AWM a grant of \$1000; it would seem that the AMS could do better by its own committee than \$100.

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The black mathematicians have established a separate organization. Unfortunately is is the secretary and not the president who is a woman: Dr. Etta Falconer, Spelman College, Atlanta, Georgia. One easy thing for women to do to improve their image is to refuse to serve as secretary of anything.

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Media report

A recent issue of Science contains an article on a survey of employment opportunities in science for women. The material was originally presented at last winter's AAAS meeting. In my opinion it is a ridiculously constructed experiment. It seems that resumes of an "average" male, an "average" female and a "superior" female were sent to selected department chairmen. However, they were not presented as actual applicants for actual positions. Instead the resumes were accompanied by lengthy questionnaires stating that if there were a position available and if the resumes represented applicants how would the chairman compare them and requesting all sorts of information on the number of women currently in the department, age of the chairman, etc. It seems that the chairmen sent the average pair overwhelmingly preferred

the male and those sent the average male and the superior female usually preferred the female. The chairmen would have had to be idiots to fail to recognize the purpose of the experiment. I for one am convinced that superior females do not fare so well in real-life situations.

Publishers of Women Today have reported in great detail their struggle of several months to obtain information from the Executive Branch on the affirmative action plans for women due at Nixon's office May 15, 1971. Finally they have obtained a ruling that the plans--if any-- are exempt from the Freedom of Information Act. There has been some noise about recruiting women for high-level jobs, but little action. Most depressing is the fact that apparently the Nixon Administration has ordered a slowdown of site inspections by HEW to check whether provisions of the executive order on equal employment are being complied with.

Several months ago the Sunday NY Times carried an account of the Galbraith plan for hiring women and minority group members. It is typically Galbraithian in its complexity, but has some good features. However, I do not think it will get anywhere. (date of article: August 22)

There will be a meeting of Professional Women's Caucus October 16-17 and the Penn Garden Hotel in New York. Address for information: PWC, P.O. Box 1057, Radio City Station, New York, NY 10019.

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#### Employment register

1. The University of Florida has 5 postdoctoral fellowships for 1972-73. The stipend is \$9,000 for 9 months and the teaching load one course per semester. Women are encouraged to apply.
2. The math department chairmanship is open at Michigan Technological University, Houghton, Michigan. Write to the president of the university, Raymond Smith.
3. The college of liberal arts at SUNY is seeking a woman scientist as dean.
4. The Atomic Energy Commission and the General Services Administration are actively seeking women for a number of positions.

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#### Wage-Price Freeze

The Cost of Living Council has ruled that the freeze may not be used to perpetuate discriminatory wage practices based on sex, race, etc. So if you were entitled to a raise to bring your salary up to that of similarly qualified males, you still should get it. Refer doubting employers to Cost of Living Council, 1717 M St., N.W., Rm 826, Washington, D.C. Ask for List number 7.

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The new resource person for filing with HEW through WEAL is Ms. Margaret Gates, 1504 44th Street, N.W., Washington, D.C. 20007. Bernice Sandler used to do that but she has a new position with the Association of American Colleges (One Dupont Circle, Washington) to do women's studies.

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Write your Congressmen on all issues affecting women--Equal Rights Amendment, Child Care, etc. In particular, you can ask for Rep. Green's hearing report on discrimination against women.

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#### Fellowships and grants

##### Target--the Sloan fellowships

There has never been a woman mathematician selected as a Sloan fellow. There was one in applied math 7 years ago and one other woman in the program's 18 year history, covering physical sciences and math. Currently 70 awards a year are granted. Department chairman can make nominations, but the best source is former Sloan fellows. So find a former fellow in the same field as a bright young woman and suggest to him that he nominate her. Also, you might express your concern at this discrimination to the 8-man advisory board which includes Lipman Bers and Mark Kac.



According to a recent WEAL survey, foundations other than the Sloan do not shape up very well either. For example, the Rockefeller Foundation has no women on its Board of Trustees, no women as principal officers, no women on the Executive Committee or Finance Committee, and only 4 women out of 135 on its staff of field representatives. A similar pattern of female invisibility prevails in the internal structure of Ford and Carnegie foundations and in all three foundations women's projects have received an infinitesimal total dollar amount. The selection board for Fulbrights has had 4 women out of 322 members on its selection board during the 25 years of the program's existence; the White House Fellows program has included 8 women out of 109 fellows during the program's existence. The Rhodes Scholarship program prohibits women from applying and may be investigated on the basis of possible violations of the Executive Order on nondiscrimination by the universities administering the program. In the NSF 9 percent of those at the GS-13 level and above are women; none of the top positions in the math section are filled by women. The NSF directorship is about to be vacant--how about pressure for the selection of a woman? In the NSF as a whole (not just math) 3.1 percent of panelists reviewing fellowship applications are women and 12.7 percent of fellowship recipients are women. The reviewers for research grants come from the consultant staff which is 3 percent female. The Foundation will not release figures on the percent of grantees who are women. At NIH there are 87 men at the GS-16-18 levels and no women and 2.5 percent of review panelists for grants are women. If you have a project which might be funded by NIH, contact Fann Harding there for help in preparing a proposal.

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#### Statistics

The National Register of Scientific Personnel in 1970 listed 29,293 women, 9 percent of its total registrants. 2790 women were listed as mathematicians. Clearly AWM has a long way to go: join and urge your colleagues to join by sending check for \$2 annual dues payable to Association of Women Mathematicians to Mary W. Gray, Chairman of AWM  
Department of Mathematics  
American University, Washington, D.C. 20016.

I do not have salary figures available for women mathematicians, but a fairly recent Department of Labor survey shows that the average salary for women statisticians is 2900 dollars less than the average salary for men in the field. A study is being made of the effect of sex of author on the evaluation and publication of articles for scholarly journals. Contact Cathryn A. Levison, 2043 Mohawk Street, Chicago, IL 60614 or Martha Arnold, 1724 Fair, Ann Arbor, MI 48103. The Women's Bureau of the Dept. of Labor has issued a survey with statistics debunking such old myths as: men won't work for women superiors, women don't want responsibility, women are sick more, women are not seriously committed. It is available from the Supt. of Documents, Government Printing Office, Washington. A recent Wall Street Journal article has the following figures. 35 percent of women faculty are instructors whereas 16 percent of men faculty hold this rank. On the other end, 9 percent of women faculty are full professors and 25 percent of men are. The article also shows that the percentage of women faculty in universities and colleges has declined in the last 40 years. Another source of information is the International Institute of Women Studies, 1615 Myrtle St., N.W., Washington, D.C. 20012.

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In brief--Have you looked at the rate schedule for 1970 Federal income tax? There is a little relief for single persons, but couples with two incomes are really being penalized. Also, have you observed that TIAA annuities are less for women? A list of books for girls with good images of women is available from Women in Radio and Television, Grand Central Station, NY. UC Berkeley Extension is offering a lecture series on Great Women of Science which includes a lecture on Emmy Noether by Olga Taussky-Todd. Send letters or news items for inclusion in the next issue. Meanwhile, don't give up.

Mary Gray

## STOP PRESSES

The AMS starting salary survey for new recipients of the doctorate has a breakdown by sex. In 9-month teaching positions, the only category where there are enough women to make the figures at all significant, the minimum, median and maximum salaries are

	minimum	median	maximum
men	7500	11000	17800
women	7000	10500	14800.

About five percent of those submitting usable returns were women (29 out of 605). However, about 1300 doctorates were granted in the mathematical sciences during the 1970-1971 academic year and I have as yet been unable to find out how many women received them--although it seems clear that the AMS has this information. At the panel presented at the Penn State meeting by the Society's Committee on Employment, it was stated that of the 800 receiving Ph.D.'s in pure math 80, "mostly married women and Orientals," were then unemployed. It would be interesting to get some more precise figures; it would also be instructive to learn why these people are still unemployed--what efforts they made, the sort of obstacles encountered, etc.

Another area of interest is the kind of jobs the fresh Ph.D.'s obtained. One item included in the AMS information to be published in the October Notices is that 4 men and 6 women had unusable returns as they had accepted parttime jobs. The Notices item says that 68 percent of the academic positions listed in the returns were at Ph.D. or master's granting institutions, 30 percent at institutions granting the bachelor's as the highest degree and 2 percent at junior colleges. At the Penn State panel, it was estimated that of 800 Ph.D.'s in pure math, 200 had found jobs at Ph.D. granting institutions. This seems to indicate a large number at non-Ph.D. master's schools. However, what is of concern is: how many women got jobs at the Ph.D. granting institution. I shall make another try to get this information for the next issue.

## OPEN FOR SUGGESTIONS

I constantly receive reports of horror stories about the irrelevant and degrading questions asked women in job interviews. I also hear of the openly hostile comments of men in the mathematical establishment and of the subtle and not-so-subtle bias women encounter. What can be done? There are two long-term methods of attack: condition young boys and girls to think of women in professional roles and work very hard as mathematicians to create a favorable impression so that those who follow will have it somewhat easier. However, I do not know of any quick ways to combat prejudice, do you?

## OMNIBUS BILL FOR HIGHER EDUCATION

Representative Edith Green managed to get a clause barring sex discrimination at colleges and universities into the omnibus bill for aid to higher education. However, the House-Senate conference may knock it out, if it even survives the House floor, so write your Congressmen and Senators.

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