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ASSOCIATION FOR WOMEN IN MATHEMATICS

Newsletter

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"There is no excuse for this sort of thing" \*

by Barbara Stewart Price

During my undergraduate college days, I worked at various parttime and summer jobs including that of a clerk-typist. I was bored with typing, filing and shuffling papers, but I dreamed that one day, after years of study and hard work, maybe I would be doing something I would find challenging and fulfilling. At any rate, I had been brought up to believe hard work and diligence would yield success. In 1966, I graduated 4th in a class of 1196 from Utah State University and went on to the University of Utah as an NDEA fellow in mathematics. Five years later I have a Ph.D. and a year's experience but my only job opportunity is as a typist-clerk.

Actually, it has taken me a long time to understand what has happened, but I will try and recount the highlights. During the winter of 1970, I began writing hundreds of letters inquiring about positions for a Ph.D. in complex analysis who would receive her degree in August of that year. The replies were slow in coming (many never replied), some were as brief as one sentence, many were mimeographed ("Dear Sir...") and some were very rude and outraged. Very few were interested in my record or references. By the time I graduated in August, I had two alternatives: my old Alma Mater Utah State had a temporary position while someone else served his hitch in the army, and an offer from Ellensburg, Washington. My husband felt Washington didn't offer him very much in the way of future prospects, so we made the wrong decision and went to Utah State for one year. Again, I began the frantic letter writing with results much worse than the year before.

Only a small percentage of those who replied to my letters were interested in my references or transcripts. I had one phone call from Indiana and the gentleman said he was very impressed with my credentials. So impressed, he never called back. I flew to Chicago to interview, but they never even wrote me a letter afterward to tell me if they had hired anyone or not. Some replies came late--as late as December of 1971.

During the summer, I began to get worried. I talked to an insurance company who had advertised themselves as "desperate" for actuaries or mathematicians to train as actuaries. However, they informed me that they weren't "desperate enough to take a chance on a woman." I applied for a Civil Service rating and after some hasseling, I ended up taking the FSEE test to get a rating. My rating arrived in August, just after Nixon's decision to cut civil service hiring. Needless to say, I wasn't offered anything. At the end of August, my husband and I made a quick decision. We would move to Ann Arbor, he would start the Ph.D. program in finance and I would look for work. Little did I know that my job prospects were getting worse.

I tried employment agencies, the University of Michigan employment services, the newspapers and the state agencies. I made application at the University of Michigan for "professional employment." Nothing happened. I tried downtown employment agencies. A typical example: the receptionist looks at my application and says, "Ph.D. can't get a job, huh?" Then the interviewer gets the point across: "How can we help you when there are educated (possibly to a lesser degree, however) men out of work? Can you type?"

So I applied to be a typist at the University of Michigan. I took their standard typing test, along with the grammar, spelling, punctuation and arithmetic tests. I was even sent to the Math Reviews, where there was an opening for a technical typist. I was interviewed by the man in charge of the

department. He seemed to be trying to make the following correlation: all the girls in his office were very nice and congenial, but they were not as well educated as I was (particularly in mathematics). I think he believed the converse was true, also. He explained that he usually did the hiring, but in a case like mine, he would have to talk to someone else about me (like in a week or two). I don't think he believed I was for real.

Afterward, I found a downtown employment agency run by a woman. The first interview she sent me out on was a disaster. After looking at my record (Ph.D., etc.) he decided that I should take two of their standardized intelligence tests. He concluded that I was "very intelligent" and then explained that since the man who would do the actual hiring wasn't available, he had something that I could work on while I waited. He had a test of "practical math problems for engineers" and he wanted to know how long it would take a Ph.D. mathematician to do the test. What I wanted to know was if I passed the test, could I be an engineer?

Back at the agency, the girl in charge told me I wouldn't get a job unless I dropped this "Ph.D. jazz." She was right. From then on, I made application as having attended college once (I tried to look as if it hadn't affected me) and I was treated more cordially. There was little hostility and curiosity from then on from the interviewers. Presently, I work as a typist-flunkee (for very little money) and all they know is that I attended college once. I'm in my place now, back where I started out ten years ago.

\*A quotation from Ms. Price's thesis adviser. Ms. Price writes "... it has been a 'bus man's holiday' for me to type the article. I have tried to keep it fairly 'light'--I have left out the really bad experiences, like colleges that would not accept my application and then later on hired a man with only a master's degree in math. I've had so many superficial excuses from colleges that wouldn't accept my application when I knew they had an opening and I'm so fed up with being an oddity at gatherings (see the Ph.D. that works as a typist) that I'm considering chucking the last 9 years of mathematical training and looking for a way to get an education in a field where I can get employment

#### AFFIRMATIVE ACTION

There seems to be some confusion as to what is meant by affirmative action. With respect to hiring, HEW, the compliance agency for educational institutions holding government contracts, holds that positive efforts must be made to recruit qualified women and minority group members for faculty and staff positions. The policy described as follows by the chairman of one of the top math departments is not affirmative action: (by the way, his school is under the threat of the loss of federal funds) "Our procedure is to evaluate applications submitted at the initiative of the candidate. We neither advertise vacancies nor solicit candidates for these positions. Female applicants are evaluated on the same basis as male applicants." What is even worse is that there are serious doubts that any of the men appointed as full professors in his department wrote a letter of application.

At some schools job offers must pass through a designated Equal Employment Opportunities officer who checks material attached by the departments detailing efforts to find qualified women and minority group members. If the procedures are deemed inadequate, the offers may not be made. If the EEO officer is sincere and dedicated (and backed by top officials), this setup is ideal. Unfortunately, in the past it has been a sham at many schools. However, alertness on the part of women faculty throughout a school can make the procedure work. One thing that is required is access to names of women qualified for positions in various departments. The AWM has acquired a fair file and women's groups in physics, psychology and history maintain rosters.

Affirmative action plans must also take care to see that women and minority group members already on the faculty are treated fairly. HEW is currently taking an interest in the salary situation. Under their guidelines, information showing relative positions of men, women and minority group faculty must

be assembled under the direction of representatives of concerned groups and the inequities are to be corrected. Women faculty who are interested should check what is being done at their schools and demand access to information relating to their own situations. If they find their salaries to be too low, they should make requests (demands?) for raises to equalize their pay (in writing to their chairmen with copies to EEO officers).

For a model affirmative action plan (that proposed by a group of women at Yale) or other information on contract compliance, contact WEAL representative Margaret Gates, 1504-44th St., N.W., Washington D.C. 20007.

#### AMERICAN MATHEMATICAL SOCIETY

In line with the resolution passed at the January meeting, the AMS Council should be voting at its 31 March meeting in St. Louis for liberalized nominating procedures for the Council. Already the resolution has had the effect of causing Paul Halmos to resign from the committee on nominating procedures because of his disagreement with it. The reasons for the liberalization have been discussed at length in these pages. Suffice to say here that someone with an activist line on employment is desperately needed on the Council. The Society's current solution for the problem is to offer free ads to unemployed mathematicians. Since few would allege that the problem is in finding people to fill jobs, this seems rather futile. In lieu of efforts to create more jobs for Ph.D.'s in math--in which the Society does not seem to be interested--at least its prestige could be used to get departments to list their openings so that all have a chance at what jobs there are. According to the 12 March New York Times, the American Historical Association passed a resolution to this effect at its most recent meeting. The economists approved a similar proposal.

The AWM would like reports on the 31 March Council meeting from anyone who can make it. Remember the meetings are open to observers and that the Council's actions may be influenced by the size and composition of its audience.

It will be interesting to observe what effect the resolution on appointing more women to committees, etc., will have. So far women have been limited to committees on women (just as applied mathematicians serve mainly on committees on applied math). What are really needed are women on the Board of Trustees, which has financial responsibility--in particular women who are interested in the problems of women.

#### MATHEMATICAL ASSOCIATION OF AMERICA

Victor Klee has been very effective on the issue of involving women, as seen by the following list of MAA officers and committees. Also, the MAA is interested in making a film featuring a woman mathematician. The AWM has forwarded suggestions.

First Vice-President: Dorothy L. Bernstein; Governor-at-large: Shirley A. Hill  
Committee on Two-Year College Teachers of Mathematics: Gloria F. Gilmer, June P. Wood; Committee to Set Up Guidelines for Evaluation: Shirley A. Hill, Nancy H. Tapper; Committee on the Membership of the Association: June P. Wood; Nominating Committee for an Editor of the MONTHLY: Dorothy L. Bernstein; Committee on Arrangements for the Summer 1972 Meeting: Sandi J. Garland; Committee on Advisement and Personnel: F.J. MacWilliams; Committee on Educational Media: Alice B. Dickinson; Committee on High School Contests: Sarah T. Herriot; Committee on Institutes: Barbara L. Osofsky, Gloria C. Hewitt; Committee on Secondary School Lecturers: Mary W. Gray; CUPM: Grace E. Bates, June P. Wood; Committee on Visiting Lecturer: Mary B. Williams.

However, prestige committees on finance, awards, etc. still have no women and there is not a single woman committee chairman.

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The following is an excerpt from an article "Revolution in Mathematics" by AWM member Chandler Davis of the University of Toronto. His articles on mathematics in Vietnam and China recently appeared in the AMS Notices.

WOMEN

Women in Viet Nam were almost 100 percent illiterate before the Revolution. Marriages were mostly arranged; wives were completely subordinate to their husbands.

On the other hand, there is a tradition of militancy going back to the Trung sisters who led the defense against Chinese invaders in the 2nd century. Their cult is celebrated by an annual festival, in which women dressed in period costumes and waving weapons march to the Sisters' temple in Hanoi. My hosts went so far as to claim a uniquely favorable ideological background for women's liberation in Viet Nam. (Would French women have got the vote sooner if they had an annual parade with swords and arquebuses on Joan of Arc's birthday? Maybe so.)

The Revolution promised full equality of the sexes. Again, a change which used up less revolutionary energy than it made available. The Vietnamese more than the Chinese Revolution used women soldiers. But now, 26 years after Independence and 11 years after the promulgation of the new marriage law, what is the actual pattern of relations between the sexes? It is worth recording a few observations.

Girls make up a reasonably high percentage of school enrollments at all levels. On the nation-wide competitive examination for admission to higher education, they are given a 1/2 point gift, and eligibility for an extra preparatory year (the same boosts accorded to students from national minorities that is the only "reverse handicap" in the system. It is sufficient to bring women up to 25-30 percent of all post-secondary students, about 10 percent of the mathematics students at the University, about 15-20 percent of the entering class at the Polytechnic. The Rector of the Polytechnic says that he would be happy to admit many more, but the girls are steered away from engineering into more "feminine" fields: medicine, pharmacy, and secondary teaching. Even so, I saw plenty of girl engineering students, with greasy hands and radiant smiles.

Yes, you do hear stereotypes about which professional fields are suitable for women. They are quite like Western stereotypes (indeed they may derive from the French, since traditional Viet Nam recognized no professional women at all). You also see survivals of the unthinking relegation of women to a servile, or at any rate secondary, role. Vo Thi The of the Union of Women attributes this partly to the women's own timidity, to their lack of inner assurance that they are equal. Well, no doubt, but considering the male dominated ambience I'd say they're doing nobly.

Relations within the family are especially hard for a foreigner to assess. I asked what about the husband who wants his wife to stay home evenings rather than gad about at political meetings, and what about the husband who resents his wife getting a more responsible position than his own. This is the kind of situation the Union of Women exists for: both to bolster the wife's confidence and to talk the husband around. Vo Thi The and the Union's printed descriptions give the same impression, that the tone is not strident and the method is patient persuasion. "...We wouldn't want to break any marriages," said Vo Thi The.

When families were separated by the exigencies of guerrilla war and bombardment, the children went with either parent, or with neither--wherever they'd be safe. Now in the reunited families, will housework be assigned "naturally" all to the wife? The Party propagandizes for equal sharing. The question is a major one, because socialized child-care facilities are still meager in the cities. The Rector of the Polytechnic cited with approval a female teacher there who is taking off for a few years' advanced work in the Soviet Union, leaving the children in her husband's care. Ta Quang Bu'u, the 70-year-old Minister of Higher Education, said of the sharing of housework, "I will never get used to it. But Vietnamese his age" (indicating a 30-year-old) "accept it completely now." And he went on, before I could put the question on my mind, to raise it himself: "But will they still accept it when the war is over

and the pressure is off? We have crossed the barrier, but we have to keep ourselves from sliding back."

\*The first two are smaller than comparable percentages in the U.S., the third considerably larger. Probably the University figure should be compared with entering graduate student in math figures here. It is still smaller than the U.S. figure, in spite of the fact that here women face an actual handicap in graduate admissions, i.e., their records must be better than men's in order to get in. However, the dropout rate is higher and only six percent of the Ph.D.'s in math go to women, a figure which has held remarkably steady over the years. Next month there will be a detailed study of graduate student and faculty statistics concerning women. Ed. note.

#### LETTERS

To the Editor:

When it came to my attention about one year ago that the universities were under pressure to hire more women on their tenured faculty, I undertook to write to various of the Ivy League colleges submitting a resume and inquiring about possible openings. With my application I mailed a copy of a letter I had received from Yale University in 1947, the year in which I obtained my Ph.D. from M.I.T. There prevailed at that time a great shortage of young Ph.D.'s in mathematics due to the intervening war years. The Yale letter stated explicitly what was probably implicit in the ten odd rejections I received from various universities: "You might be interested to know that Yale University has no women among (its students) or faculty."

As was to be expected my current efforts to be hired by one of the Ivy League colleges was no more successful. Indeed as one of the Deans made clear to me: "...There may be a need for an opportunity to catch up on opportunities foreclosed in the past. This is easier to try to accomplish with non-tenure appointments. Indeed, ...system of appointments requires that the University-wide Advisory Committee on Appointments and Advancement have letters from outstanding scholars in the field evaluating the candidate a department recommends, the evaluation being in terms of academic accomplishments and potential as teacher-scholars. With the reputation our Mathematics Department has throughout the world and wishes to maintain and improve, the competition for any openings, especially as associate or full professor, is very intense indeed. The full professors in the department, of course, make the initial recommendations of the person they consider to be the best qualified teacher-scholar for the opening.

It was such considerations that led me to indicate rather frankly that the competition for appointment in our math department as associate or full professor would be exceedingly severe and selective...I hope this helps to explain why I cannot be encouraging about the possibilities of appointment in mathematics here...The situation is different at a more junior level..."

To which I replied as follows: "...I would not doubt that as a result of the pressures of the day, ...universities and other schools are making a sincere effort to add qualified women to their faculties. Such an effort is however not realistic if it seeks women whose qualifications match those of men on their senior faculties. It is my guess that no more than 20 women in any particular field could be found in that category and it is most unlikely that these would be in a position to pick up and move from their present locale to join the faculties of schools wherever they be.

I do not believe that women scholars are to be faulted for this situation. At the time when I obtained my Ph.D. in mathematics it was impossible for me to locate a job of any significance near my husband's place of work in spite of the prevailing shortage of graduates with my qualifications...Add, if you will to this initial setback the accumulation of years in which a woman had to settle for "second best," the homemaking chores which restricted her for many years --and it would be an illusion to expect her to rise to the same professional level as the male colleague with whom she graduated.

I believe that any woman who did persist in spite of such major obstacles to maintain a contact with the profession, to teach parttime and do research and produce, albeit at a slower rate, is as eminently qualified as the man who outproduced her while he had a wife to attend to all of his and his children's needs. I am not at all certain that some of the more successful males would have escaped to the library for some hours of the day or week over a period of many years, to continue with their work after having been worn down with domestic chores. Perhaps, if given the chance at a later stage in life, such women might make up for lost time and outproduce their now intellectually tired male colleagues. A bit more modesty on the part of the successful male scholar is in order!

Recent legislation takes account of these facts by equating discrimination vis-a-vis women with that practiced against other minorities and requires that steps be taken to correct past inequities. It will make it very difficult for universities not to reconsider their insensitive and antiquated views."

In spite of these protestations, I am quite willing to concede the merit of my opponents' argument. I do believe however that their sincerity needs to be aggressively and conclusively tested. For this reason I would urge our top sister mathematicians to undertake the step which I, perhaps impertinently (with "chutspah") and without sufficient professional qualifications did take. I have approached one of our best women mathematicians and encouraged her to overcome her reluctance to seek out a job which, were she a male, would properly seek her out. However, unless we were unusually lucky, we have all had our share of rebuffs and humiliations due to our sex. The rank-and-file of women mathematicians can only advance if the best among us will act as an avant-garde and capture those ivy-league openings which are rightfully theirs. They will thereby open up the second-line positions, which they now hold, to those women properly qualified to hold them. We shall either all be treated as equals or none. To reach that state women mathematicians worthy of belonging to the Princeton or Harvard, or Yale, or M.I.T. faculties should settle for nothing less: i.e. not for New York University, or Rutgers, or Indiana, Wisconsin, Syracuse.

May I urge the AWM to put its pressure behind such individual initiatives. This is our moment, let us not let it slip by!

Sincerely yours, Miriam L. Yevick, Associate professor of mathematics,  
University College, Rutgers, The State University

Comment. Sometimes it is difficult for successful women to identify with any women's group since they have overcome the inherent problems and expect anyone else who is "really good" to do the same. The same women may work very hard to combat discrimination against minority groups, perhaps because they are not forced to identify with the underdogs in these cases. It is instructive to quote from a young but successful mathematician "...it seems to be very important to welcome all sorts of women mathematicians (e.g. research oriented women, junior college teachers, drop-outs, graduate students, etc.) and to aim for a united front, regardless of basic political and social beliefs. There are not enough women to support factions. Some male mathematicians have tried to divide us by implying that only second-rate women mathematicians come to our meetings." Since, as Prof. Yevick says, cracking the tenured position market at the top five schools is so difficult, AWM has been concentrating on getting women in good first positions so they don't have the initial handicaps of heavy teaching loads and lack of stimulation. The woman quoted above also has something to say on this: "No one has said much about the internal agreements a married couple must make before they start looking for jobs, but these are certainly very important. For example, a couple I knew, both mathematicians, went on the job market last year with the firm agreement beforehand that they would only go somewhere where they could both get suitable positions. By the beginning of June they still had nothing, and people had long since urged them to go any place where he could get a job. The worst part was when her adviser suggested this also. However, they did not give up, unlike many

couples, and by the end of June they both got jobs at a place they like. Women in particular should be warned against making agreements with their husbands just because his offer may arrive first. And advisers should not try to force their (male) students to take a certain position in a place which is bad for the student's wife, be she a mathematician or anything else."

#### JOB LISTINGS

Miami University, Hamilton, Ohio, campus--position of assistant professor. Ph.D. in math or math ed. Teaching load 12 hours per quarter. Salary 10,500 to 11,200. Apply to Lyman C. Peck, chairman, Miami University, Oxford, Ohio

Newark State College (NJ)--position in math education. Experience required in pre-college or college teaching, doctorate or doctoral candidate. Apply to Dr. Phyllis F. Kavett, Dept. of Education Arts and Systems, Newark State, Union.

Southern Oregon College--teach courses at senior-graduate level in analysis, algebra, topology, or geometry together with lower-division courses. Salary 10,000-12,000

Virginia Wesleyan College, Norfolk--teach math at undergrad-grad levels. Ph.D. required. Salary 10,000 minimum.

Rhode Island College, Providence--teach undergrad and grad math courses. Salary 9,000-11,000. Ph.D. preferred, M.A. or M.S. in math minimal

University of South Carolina, Spartanburg--position of assistant professor. Ph.D. required. Freshman-sophomore courses for general science and engineering majors plus applied math.

University of Maine, Augusta--position in electronic data processing to supervise two year associate degree program. Eleven-month basis. Apply to Robert L. Page, chairman, division of mathematics and science.

Northeastern Illinois University (Chicago)--position in computer science. Ph.D. or near-Ph.D. Apply to Dr. Louis Becker.

Harrisburg Area Community College (PA)--position in math. M.A. required.

Stephen F. Austin State University (Nacogdoches, Texas)--earned doctorate plus experience, rank of professor, position of dean of school of sciences and mathematics. Salary 20,000-25,000 for 12 months. Apply to W.D. Clark, department of mathematics, chairman of search committee.

Union College (Cranford, NJ)--position of Dean of Science, Ph.D. teaching and administrative experience. Salary to 22,000. Apply to Chairman, Search Committee. (junior college)

Mansfield State College (PA)--position of dean of liberal arts and sciences. Ph.D. and extensive academic experience with some administrative background. Apply to Robert Bridgman, Chairman, Search Committee.

Anne Arundel Community College (Arnold Md 21012)--position of dean of the faculty. Earned doctorate, experience in teaching and administration including preferably some in community colleges. Apply to President.

University of Maryland, Eastern Shore Campus (Princess Anne)--position of vice-chancellor for academic affairs. Strong academic record, demonstrated moral commitment to higher learning, strong belief in a multi-racial society. Apply to Dr. Howard Davis, Chairman, Search Committee.

William Patterson College (300 Pompton Rd, Wayne NJ 07470)--position of dean of the college of arts and sciences. Terminal degree and 8 years experience, administrative and teaching experience, research, scholarly activity, publications. Apply to Dr. Arnold Speert, Office of the Vice President

University of Illinois (Champaign-Urbana)--1. director of computer systems 2. information management system/language development programmer 3. mathematical programming analyst. Apply to R.F. Borelli, Center for Advanced Computation, Univ. of Illinois, Urbana, IL 61801

SUNY Broome Community College--position of president. Apply to Trustees of Broome Comm. College, Box 508, Binghamton, N.Y. 13902

St. Francis College--position of president. Catholic coed college on Maine coast 2 hours from Boston. Apply to St. Francis College, Box 326-C, Biddeford, ME 04005

Pace College--position of vice president and dean of Westchester campus. Earned doctorate, teaching and administrative experience. Apply to Dr. W.L. Butcher, chairman, search committee, Bedford Road, Pleasantville, NY 10570

Union College, Schenectady, NY 12308--position of provost. Doctorate in science, applied science or engineering, age 35+ (this requirement is probably illegal), teaching and administrative experience, apply to Prof. Willard Enteman, chairman, search committee

Kuwait University--teaching positions in math. Application and curriculum vitae forms, with particulars of salary and other matters are obtainable from Kuwait Embassy in Washington.

Internships--164 internships for unemployed scientists, engineers and mathematicians have been established in various government agencies. For a list and particulars of the program write to Division of Graduate Education in Science, NSF, Washington, DC 20550

While AWM has received many requests for names of qualified women, it is too early to tell whether women will fare better in this year's job market. It is the chairman's opinion that the highly recommended fresh Ph.D.'s from top schools will be overwhelmed with offers (the "super-Black" syndrome) but that the "average" woman will not do as well as the "average" man. It is encouraging however, that at least Berkeley and Columbia are hiring women. AWM will try to do a follow-up this summer on this year's crop of women Ph.D.'s. Needed: volunteers to get letters out to the women and to department chairmen.

We have a volunteer to organize a New York meeting. NY area women will hear details shortly. We need to think of people to nominate for offices for next year.

At least two publishers--D.C. Heath and Random House--now have women math editors and several others have women sales representatives.

The Institute for Advanced Study is now Sno-Paking out "wife" and replacing it by "spouse" and changing "men" to "mathematicians" but only on applications sent to women. Men get the unaltered form. The New Jersey EEO Commission is investigating the Institute's whole record with respect to women. Any information which is relevant should be sent to AWM chairman.

A group of organizations and individuals has initiated legal action against HEW Secretary Richardson and NIH Director Robert Marston complaining of the virtual exclusion of women from approximately 2,000 posts on NIH technical review panels and public advisory groups. AWM is supporting this effort--if you want to contribute some money make check payable to NOW Legal Defense Fund. This may establish a precedent for other government agencies.

A group called the League of Academic Women has sued the Univ. of California at Berkeley charging "This is a unique discrimination case for a California federal court. The discrimination against women by the Univ. of Calif. at Berkeley parallels that of the State of Mississippi against blacks. That is, the defendants admit the discrimination and acknowledge that they have exercised a double standard in employment that has, among other effects, virtually barred women from the faculty.

Two possible projects: 1) a listing of talks and papers by women mathematicians so we can become more familiar with the mathematics being done by women. 2) an analysis of current efforts to establish respectable parttime faculty jobs --including tenure implications, etc. Any volunteers?

Mary Gray, editor and chairman



The purpose of the Association for Women in Mathematics is to improve the status of women in the profession and to encourage more women to study mathematics. Various programs are underway, e.g., placement of recent women Ph.D.'s, lectures by women mathematicians in high schools and colleges and in MAA films. Advice is available on job-hunting, nepotism, discrimination on the job, book publishing, combining mathematics with family responsibilities.

ASSOCIATION FOR WOMEN IN MATHEMATICS  
MEMBERSHIP APPLICATION

Name \_\_\_\_\_  
Mailing address \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
ZIP \_\_\_\_\_  
Institutional affiliation, if any \_\_\_\_\_  
Position \_\_\_\_\_

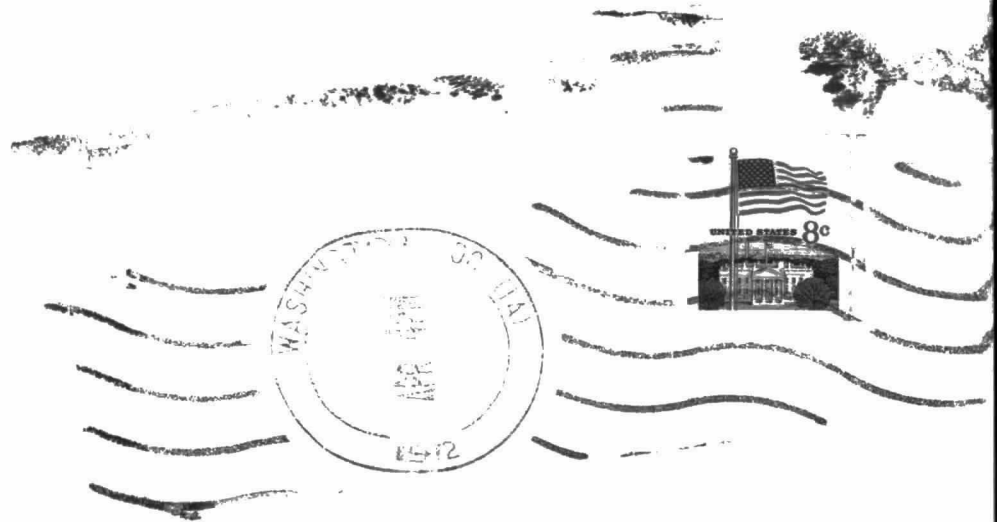
- Special interests
- |  |  |
|--|--|
| <input type="checkbox"/> Employment                    | <input type="checkbox"/> Liasion with AMS                  |
| <input type="checkbox"/> Women's studies               | <input type="checkbox"/> Liasion with MAA                  |
| <input type="checkbox"/> Fellowships                   | <input type="checkbox"/> Encouragement of students         |
| <input type="checkbox"/> Research grants               | <input type="checkbox"/> Women in administrative positions |
| <input type="checkbox"/> Advisory panels               | <input type="checkbox"/> Affirmative action plans          |
| <input type="checkbox"/> Combating anti-nepotism rules | <input type="checkbox"/> Book publishing                   |
| <input type="checkbox"/> Other (please specify)        |  |

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