

ASSOCIATION FOR WOMEN IN MATHEMATICS

Newsletter

May 1972

volume 2, no. 4

Note from the Chairman. An apology is in order for the nonappearance of the April issue. However, I was at a ring theory conference in Oberwolfach, Germany, and was involved in various local campus issues. This issue may also be late; while the Maryland math department is very cooperative in doing the printing, we face the end of the year crunch.

The job situation

All indications are that the women Ph.D.'s from the top few schools this year have fared very well: one distressing note is that several report that once they accepted a position there was a spurt in the number of offers received--which looks suspiciously like not-in-good-faith attempts at pro forma affirmative action compliance. The average woman job-hunter is probably somewhat worse off than her male counterpart--and this year that is pretty dreadful; especially hard hit are foreign born graduates (or those with foreign-appearing names) and married women. Several AWM members are working on a follow-up survey, the results of which should be available in August. The AWM chairman has received numerous requests for lists of women mathematicians. If the request comes from a department chairman or other person responsible for hiring and is fairly specific (e.g., new Ph.D. in several complex variables, experienced algebraist with good publication record), the procedure is to send names and vita. Also, the list of new women Ph.D.'s is sent in response to more general inquiries. However, if the request is from an assistant to an assistant to some vice president or dean and appears to be an attempt to comply with affirmative action plans simply by accumulating lists of names of women, the tendency is not to cooperate. A case in point is Harvard. The Harvard chairman, John Tate, failed to respond to the request of the AWM in January regarding positions available and women Ph.D. candidates. Late in March, Mr. Leonard, assistant to Derek Bok, president of Harvard, wrote asking for a list of women mathematicians. The AWM chairman informed him that the probability of the Harvard math department's taking affirmative action seriously was less than e , to which Mr. Leonard replied that he was having trouble convincing department chairmen that affirmative action was required but that he at least was serious. The next day Professor Tate's secretary wrote to say that their positions for 1972-73 had been filled.

Affirmative action

This year's education bill extended the provisions of Title VII of the 1964 Civil Rights Act to public and private educational institutions, whether or not they are Federal contractors. If a violation occurred after March 24, 1972 (the date on which Nixon signed the bill and it became effective) you may file with the EEOC. If your state also has an applicable law, the case will be remanded to the state for 60 days. If not resolved, it goes back to the Federal EEOC district office. If no settlement is reached, you may sue or the EEOC may sue on your behalf, asking relief, back pay, etc. There is still the HEW threat of fund cutoff as well. HEW guidelines require that each school with over 50,000 dollars in federal contracts have a written affirmative action plan including timetables with goals (not quotas) for hiring, promotion, etc. of women and minority group members. As a shortterm guideline (3-5 years) there should be the same percentage of women in each faculty rank as those

receiving Ph.D.'s in the discipline (6 percent for math). If Ph.D.'s are not required for the positions, the percentage of women should be about 15-20. Longterm guidelines require the percentage of women at each level (undergraduate, graduate, Ph.D.'s granted, faculty, administration) to be the same as the percentage of the working force in the area which are women (ranging from 37 to 54 in various areas of the country for which I have seen statistics). AMS Secretary Everett Pitcher has written a more detailed article on affirmative action plans for the June AMS NOTICES

The image of women

In focusing on employment, we haven't said much about the image women in mathematics have of themselves and the image other have of them. This will be a theme of the meeting in Dartmouth (tentatively scheduled for late afternoon of August 30). Meanwhile, if anyone has thoughts to share on the subject, send them in.

The AMS

The AWM and its supporters have been remarkably successful in getting at least an appearance of action out of the AMS. First, a Committee on Women has been established, is collecting information, and will meet in August. Then the resolution on women introduced last summer passed in January. Moreover, a more general resolution asking for vigorous Council action in such areas as employment and social implications of mathematics passed in January. Careful monitoring is required to assure that there is vigorous action, however. One item called for was the liberalization of nominating procedures and the Council has approved a nomination-by-petition procedure for a two year trial period. This will be explained in detail in the June AMS NOTICES. The accomplishments listed might not seem so much, but keep in mind that for at least four years previously there have been unsuccessful attempts to get mild antiwar and social action resolutions passed.

Chairman's note. I feel that it is important to have those concerned with broader issues represented on the Council, so I am asking for support in the form of nominating petitions. Please send a Xeroxed copy to me. (See June NOTICES for exact form or request a petition form from me.) One of the things I feel that the Council should do is to intervene in the employment crisis rather than simply issue gloomy reports. A small step would be a truly effective employment register--if the universities represented by the AMS Council members and officers would cooperate, that would be a good start. Consideration should be given to vigorous advocacy with the Federal government for stabilized support rather than wild swings producing gluts and famines; maybe even a WPA for scientists and mathematicians--abhorrent though the thought might be. Also, general programs need to be undertaken to combat the anti-math bias of the general public--this is a bread-and-butter issue in terms of jobs as well as a philosophical one. Ways of getting more input from the mathematical community into the Federal and state establishments need to be studied.

Hanna Neumann Fund

A fund has been established to honor Prof. Hanna Neumann, who died unexpectedly last November. The money will be used to endow the Prizes in Pure Mathematics at the Australian National University (named for her) and a lecture series. Cheques made payable to the ANU (tax deductible) should be sent to Michael Newman, Dept of Pure Mathematics, ANU, P.O. Box 4, Canberra A.C.T. 2600

Law and policy

The ACLU have filed suit to have the liquor license of the Harvard Club of New York revoked because of its failure to admit women with Harvard degrees. A recent vote on the issue of having women members failed by 18. The liquor license of Morey's in New Haven was recently revoked (under appeal) for its failure to admit women. The claim was that due to semi-official Yale functions and loose membership pretenses it is not really a private club.

The New York State Board of Regents has charged that the educational system as "clearly responsible for perpetuating discriminatory attitudes toward women." It called for changes in school programs, textbooks and guidance practices to eliminate "sexual stereotyping" and for women to be given a fair share of the leadership positions in education and the right to earn a salary equal to men. The National Education Association has also called for textbook reform to end stereotyping.

Rep. Mink (D-Hawaii) has introduced a bill which authorizes the Sec. of HEW to make grants to conduct special educational programs and activities concerning women. Sen. Javits (R-NY) and Rep. McDonald (R-Michigan) have introduced resolutions expressing the sense of Congress that women should not be denied admission to the service academies. For the progress of these and other legislation, see Washington Report of the Women's Equity Action League.

All sorts of private management consultant companies are hopping on the bandwagon to present expensive seminars for college administrators on how to institute (or avoid?) affirmative action. Check your institution's participation. Perhaps the money could be better spent on women's salaries. Above all, ask to see your institution's affirmative action plan.

On March 20 the Chicago Office for Civil Rights found in favor of Dr. Marisa Canut-Amoros in her dispute with Southern Illinois University. Their proposed adjustment includes reinstatement and back pay. SIU can appeal, so the decision is not final. For more information, contact Dr. Canut-Amoros at 913 Glenview Dr., Carbondale, IL 62901. (She is a physicist.)

The battle with TIAA over annuity inequities goes on. HEW has ruled that universities may not participate in discriminatory retirement plans, but no real action has been taken. Ms. Nancy K. Schlossberg of Wayne State, Detroit, 48202, is working on this issue, as is AWM member Margaret Waid of D.C. Teachers, Washington, D.C. 20009.

The publishers of AMERICAN MEN OF SCIENCE have finally capitulated and changed the title to AMERICAN MEN AND WOMEN OF SCIENCE.

Maryland is one of the states which has ratified the Equal Rights Amendment, but is not generally very enlightened. In response to the complaints of women legislators that they were not represented at weekly meeting of committee chairmen, the Speaker of the House created a "Ladies Room Committee" with a woman as chairman. It isn't too surprising when you remember that Maryland is one of the states in which a married woman cannot buy a house in her own name.

The SPOKESWOMAN reports: "The performance of the nation's male-dominated judiciary in handling sex discrimination cases ranges from 'poor to abominable,' according to two law professors' analysis of court opinions written since the 1870's." The report's authors, John D. Johnston, Jr. and Charles Knapp, see little indication that the trend will be reversed.

Thanks

The AWM thanks Professor Tablieson, chairman of the math department at Washington University, St. Louis, for assistance in compiling a roster of women mathematicians.

Various reaction to Ms. Price's article have come in, many sympathetic, some castigating her for accepting her fate, several incredulous. One example follows:

Biding My Part-Timeness
by
Everywoman, Ph.D.

The threat of being the Ph.D. who is a secretary is on us all in one form or another. Not only do I know how to type, I possess a license to teach high school math, which is actually what haunts me when I feel impending joblessness. But, although I came close once, I never seriously considered being a high school teacher. Not for more than a day (and I'm not up to talking about that yet!).

A Ph.D. who takes a job as a secretary or high school teacher is fulfilling the prophecy of defeat laid out for women by our society. Once you are willing to accept defeat in your profession, you are very unlikely to be able to return. I have visions of Ms. Price in a professional interview admitting to having been a secretary, and being informed that "there is a vacancy for a secretary here as well. Will you take that?" I do not want to ever have to face that situation.

But perhaps I am lucky and do not appreciate my good fortune. I too accepted a one-year instructorship at a well-known institution with no promises of renewal; and mine was part-time besides. I accepted this position as did Ms. Price because my husband had an offer here and we did not both have offers at any other one location. In contrast to Ms. Price, my offer was renewed a second year and now a further extension at full salary is in the offing. Maybe it is fortuitous that every department seems to want a woman (one and only one) at this moment of my life.

My chairman and I have had several discussions, not unemotional, about the virtues and faults of the involuntary part-time position (the alternative being no position at all). One might argue that a woman need not relegate herself to a part-time position, especially knowing she is qualified for a full time one. She has the freedom to refuse such an offer, just as she might if offered a position as secretary. But surely "Instructor P-T" is preferable to secretary or unemployment. And for me, Instructor P-T at a name institution is preferable to the full time job I could probably have gotten at a low status college nearby.

I am happy in my job and find the environment stimulating, despite the fact that I've allowed myself to be exploited. There have been a couple of bad moments but all-in-all I feel quite comfortable in my department. Although the delusion is clear on pay day, I live a charming fantasy most of the time. It is certainly preferable to the reality of being a secretary or high school teacher and knowing there is little chance for any better.

I believe that the part-time position has been used as "woman-catcher" in the past; but if you're caught in the trap, it need not be so bad if you repress your base materialism and pretend your second class status doesn't exist. I do not recommend maintaining the trap; matter-of-fact, offering part-time employment to someone who does not request it ought to constitute a type of class discrimination. (Do you know any men in my position?) I hope affirmative action will succeed in wiping out such situations. But in my case, it has nonetheless turned out almost to be a blessing in disguise.

In fairness, it should be noted that part-time employment as a mathematician was not offered to Ms. Price. Any comments on Everywoman?

Officers

How about some nominations for AWM officers? We also still need someone to compile a wo-math (not my phrase) bibliography--shouldn't be too hard from CONTENTS OF CONTEMPORARY JOURNALS and the AMS NEW PUBLICATIONS.

Academic positions, faculty

Mansfield State College, Mansfield, PA 16933--position in information sciences, earned doctorate or masters plus four years teaching and/or professional experience in business, computer programming, systems analysis, OR. Contact Dr. George E. Miller.

Charles County Community College, LaPlata, MD20646--position in math, arithmetic through calculus, M.A. with minimum 1 year experience. Contact Dean Sine, P.O. Box 910, LaPlata.

St. Lawrence University, Canton, NY 13617--position in computer science and statistics, instructor or ass't prof, doctorate and interest and experience in undergraduate teaching. Contact Francis D. Parker, math dept chairman.

Chico State College, Chico, CA 95926--position of assistant prof in business administration, but may have statistics as teaching area, master's degree with commitment to complete Ph.D., demonstrated teaching effectiveness, ability to relate to and work with minority groups. Teaching load is 12 hours per semester involving 2 or 3 preparations, 10,023 to 12,191.

College of the Virgin Islands, St. Croix campus--ass't or assoc. prof of math, doctorate and teaching experience, 10,760 to 15,790 plus housing and relocation allowances. 12-15 hour teaching load, mostly in the evening.

Contact Dr. Bryce Perkins, P.O. Box 84, Kingshill, St. Croix, U.S.V.I.00850

Iowa State University, Ames, Iowa 50010--ass't professor, some post Ph.D. experience preferred, salary to 12,500, applied math preferred. Contact Wilfred E. Barnes, math dept Head.(initial 3-year appointment)

Mohegan Community College, Norwich, CT 06360--position in math. Contact R.N. Rue, President.

California State Polytechnic College, San Luis Obispo, CA 93401--positions in computer science and statistics. Contact Curtis F. Gerald, Head, Computer Science and Statistics Department.

University of Maine, Portland campus--one-year appointment only, master's required, some teaching experience, 4 course load. Contact Paul Rogers.

University of Maine at Augusta, Augusta, 04330--position in mathematics, emphasis upon basic math skills through individualized and small group instruction, position available July 1, 12 month appointment. Contact Dr. Harry H. Murchie.

Adult education, Upward Mobility program of HEW for its employees at locations in the Washington D.C. area. Teaching arithmetic through calculus. Southwest Campus (Office of Education building), contact Barbara Benevie, (202)962-1809

St. Elizabeth's Campus, contact Michael Searles, (202)574-7314

Parklawn campus, Rockville, MD, contact Shirley Williams, (301)443-1848

NIH Campus, Bethesda, MD, (301)496-6614.

Adult education--position of program director, salary open, instructors in mathematics, 9,000-12,000, high school equivalency training, evening teaching required, Harlem and South Bronx locations. Contact Betty

Richardson, AIM Program, 215 West 125th St, 3rd floor, New York, 10027

Chelsea College, University of London--research fellowship in math ed to conduct feasibility study of ways of improving methods of assessment in mathematics in the middle years of the secondary school. Contact

Secretary, Chelsea College (T/9) Manresa Rd, London SW3, 6LX.

Newark, N.J. 07102--position of curriculum specialist, master's, NJ teacher's certificate or eligibility therefor, 4 years teaching experience.

Ability to write on professional topics as demonstrated in sample of applicant's writing. Salary 13,369-17,945 for 12 months. Contact Robert D. Brown, Assistant Superintendent in Charge of Personnel, Board of Education, 31 Green Street.

University of Manchester Institute of Science and Technology--lectureship in history of science and technology. Commencing salary £ 1,641-3,705. Contact Registrar, UMIST, Sackville Street, Manchester, M60 1QD.

Royal Holloway College, University of London, Englefield Green, Surrey--position of research assistant to work with Mr. N.L. Biggs on a research program in algebraic graph theory. Research experience in math or computing required. Appointment for two years commencing 1 Sept 1972. £ 1,641-1,788. Contact Personnel Officer.

University of Newcastle Upon Tyne--position of senior research associate in computing lab. Appointment for two years initially. £ 2,082-3,852. Contact Miss E.D. Barraclough, Computer Manager, Computing Laboratory.

Heriot-Watt University--position of lecturer in pure math, algebraic topology or functional analysis preferred. Salary £ 1,641-3,999. Contact Secretary Heriot-Watt Univ, Chambers Street, Edinburgh, EH1 1HX.

City of Leicester Polytechnic--contact Chief Administrative Officer (Dept. Est.)

City of Leicester Polytechnic, P.O. Box 143, Leicester, LE1 9BH
senior lecturer in computer science interested in language system or operating systems or artificial intelligence

senior lecturer in statistics interested in applied statistics

lecturers in mathematics, numerical analysis, computer studies, statistics

Academic positions, administrative

East Stroudsburg State College, East Stroudsburg, PA18301--position of ass't director of computing center, master's plus experience. Contact Director, Computing Center.

York College, York, PA 17405--position of academic dean, 4 year liberal arts college, Ph.D., teaching and administrative experience required, publications desirable. Contact Dr. Dean Barnard, chairman, search committee.

Washington College, Chestertown, MD 21620 --position of dean of the college, earned doctorate in an academic discipline, teaching experience, evidence of scholarly accomplishment and preferably some college-level administrative experience. Contact Dr. Joseph H. McLain, chairman, search committee.

Assumption College, Worcester MA 01609--position of dean of students, coed Catholic liberal arts college. Contact Tom Begley, chairman, search committee.

Bryant College, Smithfield, RI 02917--position of vice president for student affairs, coed school specializing in bus ad. Contact John Hannon, chairman of search committee, Box 2299.

Bridgewater State College, Bridgewater, MA 02324--position of academic dean, liberal arts college with undergraduate and graduate programs, earned doctorate, minimum 5 years teaching experience, 3 years administrative experience. Contact Dr. Adrian Rondileau, President.

Marshall University, Huntington, WV 25701--position of vice president for academic affairs, state school, salary 25,000-28,000. Earned doctorate, scholarship, college teaching and administrative experience. Contact Dr. John G. Barker, President.

Queensborough Community College, Bayside, NY 11364--assistant to dean, administration of grants and institutional research, liaison with data processing center, advanced degree preferred. Salary 12,700. Contact Dean of Faculty.

Southern Connecticut State College, New Haven, CT 06515--position of dean of professional studies, salary 21,000 minimum for 12 months, earned doctorate preferred. Contact Dr. Evan Middlebrooks, V.P. for Acad. Affairs.

Pratt Institute, Brooklyn, NY 11205--position of dean of faculty of liberal studies. Contact Dr. George New, chairman, dean search committee

St. Mary's College of Maryland, St. Mary's City MD 20686--position of dean of faculty, earned doctorate preferred, responsibilities in planning, personnel, curriculum, teaching and learning, budget. Contact E. Grant Smith, chairman of search committee.

Boston State College, 625 Huntington Ave., Boston, MA 02115--position of dean of students. Contact Mr. Kermit C. Morrissey, president.

York College, CUNY, 150-14 Jamaica Ave., Jamaica, NY 11432--positions of dean of students and academic dean. Contact Milton G. Basin, president.

University of Illinois at Chicago Circle, Chicago 60680--position of dean of college of urban sciences, previous experience in major university or governmental agency required, some administrative experience desirable, interest in the development of new educational program related to the urban scene primarily at the graduate and professional level, personal commitment to public service. Starting date on or about July 1, 1972. Contact Prof. Nan McGehee, chairman of search committee, Box 4348.

Oberlin College, Oberlin, Ohio--position of associate dean, college of arts and sciences, beginning in July 1972. Responsibility for academic advising of students, general administrative duties, special responsibility for programs that emerge from the work of a Committee on the Status of Women and for development of feminist interests of curricular and professional kinds, including the recruiting of women as candidates for positions in the faculty and administration. Contact Donald R. Reich, dean, CAS.

Nonacademic

Stanford Research Institute, 306 Wynn Drive, N.W., Huntsville, AL 35805--senior software staff with technical control systems experience. Contact R.A. Uhlmann.

Cornell Aeronautical Laboratory, P.O. Box 235, Buffalo NY 14221--position of ASW systems analyst. MS in OR, math or engineering. Math modeling essential, computer programming capability desirable. Contact Employment Manager, Ref. NT-0403.

Volkswagen of America, 818 Sylvan Ave., Englewood Cliffs, NJ 07632--positions in systems analysis, one requiring experience in Teleprocessing utilizing CICS and/or BTAM, the other requiring background in inventory control, 360/70 and DOS. Positions in programming requiring a minimum of 2 years experience on 360/70 COBOL.

Hazeltine Corporation, Cuba Hill Rd., Greenlawn, NY 11740--positions in systems analysis (1 manufacturing, 1 in accounting/financial), experience with S/360, DOS and ISAM, as well as 2 years programming in PL/1 or COBOL and FORTRAN. Position of senior programmer analyst, 2-4 years experience in analytic or applications programming using PL/1, as well as a related degree. Contact Personnel Dept.

Carrier Corporation, Syracuse, NY 13201--manager--hardware/software, must have MVT/ASP experience, knowledge of CICIS and TSO desirable. 4yrs software experience required. Positions of software analyst, programmer. Contact Richard T. Everill.

Foxboro Company, Dept T 42, Cocasset Building, Foxboro, MA02035--positions of senior systems analyst, senior system engineer, senior system programmer. Contact Mr. Mark Campbell.

Digital Equipment Corporation, 150 Main St., Maynard, MA 01754--position of associate manager, editorial services, editing and strong writing experience required, a complete technical understanding of computers is not necessary, but sufficient knowledge of the area is required. Contact Mr. Mark Abbett.

Lockheed, 3401 Empire Ave. Burbank, CA 91503--computer specialists. Contact Professional Placement Manager.

ITT Data Equipment and Systems Division, 187 East Union Ave., East Rutherford, NJ 07073--logic designers, programmer/analysts. Contact Mr. Ralph Lightner.

Arthur D. Little, Inc., 20 Acorn Park, Cambridge, MA 02140--air transportation systems analyst. Contact Richard P. Evans.

Aurora Products Corp. 420 Hempstead Tpk., W. Hempstead, NY 11552--position of E.D.P. operations mgr, 2-3 yrs experience as operations mgr or supervisor, knowledge of IBM 360. Programmer analyst, 2 yrs experience on IBM 360 under DOS, should know COBOL, RPG and BAL languages.

System Development Corporation, PO Box C, Whippany, NJ 07981--position of computer operations manager. Contact Nick Corritori.

National Newark and Essex Bank, 744 Broad St., Newark, NJ 07101--position of system design/project manager, minimum 5 yrs system design, 360 programming. Position of programmer/analyst, heavy 360 assembly language experience, minimum 3 yrs of CICS real-time techniques desirable. Contact Mrs. Barbara D. Smith.

Digital Data Systems, 7300 N. Crescent Blvd., Pennsauken, NJ 08110--senior programming positions. Contact Mr. Charles C. Clause.

V.P. Systems, Box 599 G.P.O. NY 10001--intermediate and senior level programmers experienced in OS Utilities and TCL training, OS CICS or IMS-2, or OS Applications COBOL, BAL or PL/I. Salary 12,000 to 20,000.

Addressograph Division, Addressograph Multigraph Corporation, 1200 Babbitt Rd., Euclid, OH 44117--position of systems analyst/programmer. Contact S.J. Sciortino.

Dudley Observatory, 100 Fuller Road, Albany, NY 12205--position of scientific programmer/analyst, M.S. or B.S. in physical science, math, astronomy, or computer science, experience with variety of computer languages for scientific applications.

Pratt and Whitney Aircraft, East Hartford, CT 06108--position of programmer/systems analyst, 1-4 years COBOL or BAL experience on IBM 360. Contact P.R. Smith, Professional Placement Office A-17.

GTE Sylvania, 189 B St., Needham, MA 02194--variety of positions requiring background in math, engineering, computer science. Contact J. Ferellec.

Radcliffe Conference

The Radcliffe conference on the role of women held in April was an anachronism. Most speakers were 10 years behind in the women's movement (e.g., no thought was given to other than the traditional family concept). The meeting also suffered from the same malady affecting most such conferences--a lack of hard scientists with real genetic or physiological research and a surfeit of social scientists with fuzzy data. The most distressing feature, however, was a speech by Ernest Mendelsohn, prof of history of science at Harvard, which was anti-science, anti-intellectual and anti-women (in the opinion of the mathematicians, statisticians, physicists and chemists at the meeting, in particular). His thesis is that since science has done so many evil things, reform is necessary. It is to be accomplished by replacing the rational approach of men by the emotional approach of women. That is, get women into science in order to destroy science?

Foundations

From SPOKESWOMAN: "Mr. Russell Sage was a ruthless financier of the 19th century who ruined many a lesser man, including his second wife's father," begins a remarkable study by Carol Brown called SEXISM AND THE RUSSELL SAGE FOUNDATION. The report traces the establishment of the foundation by Sage's wife, who revenged his abuse of her by "upon his death donating his fortune to, and placing his name upon, the charitable and educational enterprises she knew he detested." However, the foundation has moved to the gradual exclusion of women from decision-making roles. The report was prepared for the Foundation and proposes moves to independent feminist-controlled research and action as internal reform. The Sage Foundation has sponsored a few feminist projects however. The U.S. Office of Education and the Whitney Foundation have also, while Ford, Rockefeller and Carnegie are exploring funding possibilities. The National Endowment for the Humanities and NIH are accepting research proposals regarding women. For children's books, contact THE FEMINIST PRESS, SUNY College at Old Westbury, Box 334, Long Island, NY 11568

Mary Gray, chairman and editor

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

_____ Employment

_____ Liasion with AMS

_____ Women's studies

_____ Liasion with MAA

_____ Fellowships

_____ Encouragement of students

_____ Research grants

_____ Women in administrative positions

_____ Advisory panels

_____ Affirmative action plans

_____ Combating anti-nepotism rules

_____ Book publishing

_____ Other (please specify)

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