

ASSOCIATION FOR WOMEN IN MATHEMATICS
NEWSLETTER

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September 1972

Report from the chairman

AMS Council elections

In the accordance with the new rules on nomination by petition for the position of Council member-at-large, my name will appear on the ballot those of you who are AMS members will soon receive. I hope that you will support me. We worked very hard to get this liberalization of election procedures so that the Council would be more representative and less controlled by a small group. Don't forget to vote; urge your colleagues to vote (the right way) also. My platform follows:

1. The American Mathematical Society should, through its Council, act positively to improve the employment situation--for which it is, due to its past efforts, partly responsible. It should provide a rationally operated employment register and should see that all schools cooperate. It should, by lobbying individually and perhaps collectively, work for a redistribution of federal funds for the support of mathematics so that some of the hard problems in such areas as biology can be attacked and so that the research efforts of young mathematicians can be encouraged. The Society should spearhead efforts to encourage the employment of mathematicians in non-traditional roles--in particular managerial positions leading to policy-making posts. It should not attempt to control the production of Ph.D.'s by artificial and elitist strictures but rather seek jobs for existing mathematicians and redesign the training of future mathematicians.

2. The Council of the AMS should take vigorous action to implement the resolution of the January 1972 business meeting concerning women. The proposed roster of women mathematicians should be inaugurated at once. The Council members, individually and collectively, should use their influence and prestige to see that qualified women are considered for positions in government, industry and universities, particularly high-level administrative posts. The American Mathematical Society should itself employ one or more women mathematicians in their professional capacities. More women should be selected for key committees, as speakers, as editors and for such positions as AMS president, vice-president, secretary and associate secretary. The Society's newly established committee on academic freedom and employment security should concern itself with problems of women. The Society should, through publications, conferences and individual efforts, encourage women to study mathematics, thus providing more students for the oversupply of mathematicians to teach as well as providing the equal opportunities so long denied this group. This could be part of a larger public relations effort to convince people that mathematics is both beautiful and useful for something other than war, and hence that it is good to study it.

3. All of the items mentioned in two with respect to women should be implemented with regard to minority group members.

Mary Gray

Report on the summer meeting

The AMS Council meeting, open now to observers, spent a great deal of time on minor issues and finally got around to the question of the implementation of the resolution on women about midnight. The text of the 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.

Thanks to the tenacity of Elizabeth Papousek, we have a report on their proceedings. A number of Council members urged that no action be taken, but Everett Pitcher, the AMS secretary, pointed out the obligation of the Council to carry out the wishes of the business meeting. Finally it was decided to call the second part of the resolution to the attention of all those in charge of planning meetings and to refer the rest of the resolution to the AMS Committee on Women: Cathleen Morawetz, chairman, Mary Gray, I.N. Herstein, Charles B. Morrey, Jane Cronin Scanlon--for recommendations. There was no progress report on 2b). Nothing was done about the "Moise" resolution which was also passed by the business meeting in January and called for vigorous action by the Council on the employment crisis, the status of women and the status of minority groups.

No matters of interest came up at the AMS business meeting. The MAA has taken a position supporting increased participation for women, but we have no report on implementation.

A plan, which has not surfaced publicly, is to design a new category of AMS membership, that of "Fellow." The new super members--"them" as opposed to "us"(?)--would apparently be selected somehow by the "in" group. A criterion being batted about is five "significant" (as determined by whom?) papers; back to the numbers game. Basically there is nothing wrong with a scheme to honor distinguished mathematicians, but if they are really distinguished, it does not seem necessary to so indicate by the title of Fellow. There are enough difficulties inherent in the modes of recognition now in use--namely, the buddy system, the notions of what is or is not fashionable (and hence significant) in research, the reputations built on the schools or advisers of mathematicians rather than on their own merits--all things which tend to operate against women.

However, even worse is the suggestion that only Fellows be allowed to produce Ph. D. students. This is not the way to limit Ph.D. production; it is definitely elitism of the sort subject to all kinds of abuses.

Committee on Women

The AMS Committee on Women held an open meeting at Dartmouth to receive suggestions. Much discussion centered on the preparation of a roster for purposes of employment and filling of advisory and committee positions. A report is being drafted summarizing the results of the survey of women Ph. D.'s. Preliminary returns indicate that contrary to popular opinion, most women do not interrupt their careers to raise families: however, the survey indicates that women are less well paid than their male colleagues (Surprise!)

If you have suggestions regarding the activities this committee should undertake, please contact a member of the committee.

A further note on the AMS elections

The AWM has prepared a questionnaire for the candidates for Council, vice president president and secretary, but has not yet received the list of candidates from the AMS Secretary. When we do get the questionnaires sent out and returned, those AWM members who belong to the AMS will receive copies. I suggest that you use your votes carefully; vote only for those who support the goals of the AWM. If there are not enough candidates who do (particularly in the uncontested cases), don't throw your vote away. Moreover, the Council election is so organized that careless votes count against the candidates whom you really want to win.

You will receive copies very soon of the platforms of the candidates endorsed by the Mathematics Action Group.

MG

Future meetings

The AWM will meet in January at the AMS-MAA annual meeting, which is in Dallas. We have asked for 10a.m. the third day of the meeting. We hope to have a suite this year if prices are less outrageous than in Las Vegas.

Marianne Brown of Dartmouth is investigating the possibility of having a math conference in the summer of 1973 primarily for women. The idea is to hold it in some place such as a national park and organize it around several fields in which there are a number of women working. This would help identify promising women as well as encouraging them and inspiring some solidarity among women, based on their common interests. Please contact Marianne if you are interested.

There are also plans for an international conference of women mathematicians at the Vancouver International Congress of Mathematicians meeting in the summer of 1974. If you want to help or have ideas, let us know.

Sexist Literature

The Caucus of Women in Statistics has cited examples of sexist remarks and implications in texts in that field. The Association for Women in Science, through its president, Estelle Ramey of Georgetown Med School, was recently successful in getting a medical publishing house to remove a Playboy style anatomy text from the market (by boycott threats). Alice Schafer has pointed out the not-very-flattering attitude towards women of the Gerstenhaber article in the June-July Math Monthly. Does anyone know of other examples?

M.C.P. award of the month to the Journal of the Indian Mathematical Society for listing a woman author as Mrs. (no titles for men).

WOMEN TODAY reports that a new film sponsored by the U.S. Office of Education reinforces the prevailing notion that boys can select from a large array of well-paying, stimulating careers while girls are placed in subservient, low-paying, short-term jobs. "Career Education" is the title and the Office of Education's new euphemism for channeling children into sex-typed jobs. More than 150 copies have been distributed to schools throughout the U.S. Women's groups are demanding that the film be recalled and replaced. It was produced by Olympus Research, 818 18th St., N.W. Washington DC. If you would like to screen this film, contact Dr. Rue Harris, Director, Office of Career Education, U.S. Office of Education, 4th and Independence Ave., SW, Washington, DC 20201. To protest, write the Honorable Elliot L. Richardson, Secretary, Dept of HEW, Washington, DC 20201.

Fulbright-Hays

The Fulbright-Hays exchange program provides a dependent's allowance for "wife; husband, if incapable of self-support; children ..." A complaint was made to the EEOC (and others) several years ago but they claimed they had no jurisdiction. With the extension of Title VII of the Civil Rights Act, however, they should now be able to act. What we really need is someone who has won such a grant and has been denied a dependency allowance for her husband. Failing that, one can try the write-your-Congressman approach. Any volunteers?

National Youth Science Camp

In July Time carried a story on this venture. The Camp is run by the state of West Virginia and is for the two outstanding boys in science from each state. IBM, the National Radio Astronomy Observatory and NASA cooperate in various ways. A member of the Montgomery County (Maryland) Women's Political Caucus did some investigating and found that the buildings are quite adequate to provide separate facilities for boys and girls. AWM complained to the governor of West Virginia, the camp director, the Democratic candidate for governor, IBM, the Observatory, and NASA. The first two did not reply; the others expressed concern and promised to shape the place up before continuing to support it with the exception of NASA. Their assistant administrator for public affairs wrote to say that their employees would, if invited, and if their schedules permitted, have lectured at "an all-girl camp devoted to the advancement of scientific learning among our youth." Moreover, he related that 98 percent of the boys attending this past summer thought that the facilities were "too rough for girls."

Statistics (thanks to the Association of American Colleges)

Number of Ph.D.'s granted 1960-69

	Total	Women	Percent women
Math	5338	348	6.46
Stat	781	53	6.79

Number of Ph.D.'s granted 1967-69 by "top" institutions
Number of women Percent women

Math 55 5.5

"Top" = 33 institutions which have granted more than 2000 doctorates plus those institutions ranked "strong" or "distinguished" in 1969 ACE report

Number of Ph.D.'s granted by top five schools
1953-58

	1953-58			1963-68		
	Men	Women	Percent women	Men	Women	Percent women
Math	227	8	3	465	20	4
Rankings 1957	Harvard, Chicago, Princeton, Berkeley, Michigan					
(by ACE) 1970	Berkeley (5 women), Harvard (4 women) (tie), Princeton, Chicago (7 women), MIT (4 women)					

TIAA

There has been considerable agitation about the differential in retirement benefits for women and men in this plan. Previous EEOC policy concerning retirement plans which give differential benefits to women and men has allowed the employer to provide either equal contributions or equal benefits. The new guidelines, issued 5 April 1972 by EEOC state:

Section 1604.9(e) It shall not be a defense under Title VII to a charge of sex discrimination in benefits that the cost of such benefits is greater with respect to one sex than the other.

(f) It shall be an unlawful employment practice for an employer to have a pension or retirement plan which establishes different optional or compulsory retirement ages based on sex or which differentiates in benefits on the basis of sex.

(b) It shall be an unlawful employment practice for an employer to discriminate between men and women with regard to fringe benefits.

TIAA is exploring the matter with the EEOC. A copy of the guidelines can be obtained by writing EEOC, 1800 G St., NW, Washington DC 20506.

Charges of Discrimination

There are three routes open to those charging discrimination in academic institutions. The provisions of Executive Order 11246 as amended have been reviewed in this newsletter several times; it applies to institutions with Federal contracts and the "teeth" in enforcement is the delay or cutoff of Federal funds. There are now two other routes open. The following information has been put together by the Project on the Status and Education of Women, Association of American Colleges.

Title VII of the Civil Rights Act of 1964

This was amended in March 1972 to include educational institutions, public and private, with 15 or more employees, whether or not they have any Federal funds. It also covers labor organizations (collective bargaining unions) and employment services. Title VII forbids discrimination in employment on the grounds of race, color, religion, sex or national origin; it applies to recruitment; hiring; firing; layoff; recall; wages, terms, conditions or privileges of employment; classifying, assigning or promoting employees; extending or assigning use of facilities; training, retraining or apprenticeships; opportunities for promotion; sick leave time and pay; vacation time and pay; overtime work and pay; medical, hospital, life and accident insurance coverage; optional and compulsory retirement age privileges; receiving applications or classifying or referring for employment; printing, publishing or circulating advertisements relating to employment that express specifications or preferences based on sex.

Religious educational institutions are exempted with respect to the employment of individuals of a particular religion to perform work for that institution, but not with respect to sex, race, color or national origin.

The Equal Employment Opportunity Commission receives and investigates charges of discrimination. In certain states that have fair employment laws that provide sanctions similar to those in Title VII, EEOC automatically defers investigation of charges to the state agency for 60 days. If deferred, at the end of the 60-day period, EEOC will handle the charges unless the state is actively

involved in the case EEOC may grant an additional 300 days to the state for further handling of the case. about 85 percent of deferred cases return to EEOC for processing after deferral

After investigation, the Commission attempts conciliation. Should this fail, the Commission has the power to bring civil action against a private institution in the appropriate Federal District Court. The case of public institutions is still not clear. If the aggrieved party is not satisfied with EEOC's actions, she/he is guaranteed the right to sue privately in court for damages. If a case (brought privately or by the EEOC) is decided in favor of the aggrieved individual, the court may order all or any of the following:

- 1) Enjoin the respondent from engaging in such unlawful behavior.
- 2) Order affirmative action as may be appropriate and "other equitable relief"
- 3) Order reinstatement or hiring of employees with or without back pay
- 4) Award back pay (but no more than up to 2 years prior to the filing of a charge with EEOC).

Individuals claiming to be aggrieved or a member of the Commission can file class complaints charging a pattern or practice of discrimination; individual complaints may also be filed by or on behalf of the aggrieved individual.

Charges must be filed within 180 days after the alleged unlawful act has occurred.

Employers are forbidden to discriminate against any employee or applicant because she or he has opposed any unlawful employment practices, or because she or he has filed charges, testified or participated in any action under Title VII.

Jobs may not be restricted on the basis of sex for any of the following reasons:

- assumptions related to the applicant's sex, e.g., some or most members are unable or unwilling to do the job
- preference of co-workers, employers, clients or customers
- the job has traditionally been restricted to members of the opposite sex
- the job involves heavy physical labor, manual dexterity, late or night hours, work in isolated locations or unpleasant surroundings
- physical facilities are not available for both sexes
- the job requires personal characteristics not exclusive to either sex, such as tact, charm, or aggressiveness

Extension of the Equal Pay Act of 1963

Coverage of the Equal Pay Act is extended to executive, administrative and professional employees. The Act states that women and men performing work in the same establishment under similar conditions must receive the same pay if their jobs require equal skill, effort and responsibility. "Equal" does not mean "identical" but that jobs which are compared under the Act have to be substantially similar. All employees in all private and public educational institutions--pre-school through university--are covered whether or not the institution is receiving Federal funds.

The Wage and Hour Division of the Employment Standards Administration of the Dept of Labor enforces the act. Complaints may be reported to the nearest Wage and Hour Office of DOL by letter or telephone by individuals or organizations. The identity of a complainant is kept in strict confidence unless court action is necessary. After investigation, if a violation has been found, the employer is asked to comply with the law by raising salaries and awarding back wages to employee(s) who were underpaid (the wage rate of any employee may not be reduced to eliminate an illegal wage differential). More than 95 percent of the investigations are settled without recourse to litigation. Should the employer fail to comply, the Office of the Solicitor of the DOL can bring suit in the appropriate District Court. Individual complainants may also file private suits.

The law does not prohibit wage differentials based on a bona fide seniority or merit system, or a system measuring earnings by quantity or quality of production or any factor other than sex. Employers are prohibited from discharging or discriminating against any employee who has made a complaint or instituted any proceedings under the Act.

The Higher Education Act of 1972

This Act, effective June 23, 1972, extended the Equal Pay Act (see above) and also prohibits sex discrimination in all federally assisted education programs. Unfortunately, there are many exemptions in the admissions provisions, such as private undergraduate institutions, single-sex public undergraduate institutions or those in transition from single sex, religious institutions and military schools. Note that the exemptions are for admission only.

Part-time Positions

There was an AWM panel--Nancy Geller, Barbara Osofsky, Marianne Brown-- on this subject at the Dartmouth meeting. A detailed plan for various types of part-time positions has been developed by Sheila Tobias, Associate Provost, Wesleyan University, Middletown, CT 06457, whom you may contact for information.

Women Students

Calling themselves the "February Sisters," women at the Univ of Kansas occupied a campus building for 13 hours to dramatize issues relating to the employment of women faculty and staff and to women students. Among the proposals presented to the University were: development of an affirmative action plan by women, the financing of a day care center, the creation of a Women's Studies Department, the development of a Women's Health Program with gynecological and contraceptive services and an end to discriminatory employment practices. Similar demonstrations, focussing on the issue of women's health needs, have occurred at St. Lawrence University and American University.

The ACLU filed a Federal court suit in January 1972 challenging the curfew to be imposed this fall on freshman women living in university housing at the Univ of Wisconsin in Madison. The ACLU, contending that such a restriction on women, without a similar restriction on male students, "shows a clear discrimination" against women, sought a declaration that the curfew constituted a violation of the U.S. Constitution. Before any litigation could occur, the Board of Regents repealed the rule.

The U S Naval Academy has appointed the first woman to its fulltime teaching staff in the history of the Academy, in this case, to the political science dept. The Naval Academy will still not admit women students. Women will be admitted to some Navy and Army ROTC units this fall; the Air Force has accepted women since '69. Although the percentage of women undergraduate students has been increasing since the fifties, so that it is now 41 percent, it is still less now than the percentage of women undergraduates in 1920, when women were 47 percent of the undergraduates or in 1899 when 53 percent of all undergraduate degrees went to women. The percentage of women graduate students is less now than it was in 1930. The percentage of women faculty is less now than it was in 1930 and was less in 1930 than in 1870.

In Memoriam

A noted logician and member of AWM, Carol Karp of the Univ of Maryland, died last month. A fund is being established in her memory. Contributions may be sent to E.G.K. Lopez-Escobar, Dept of Math, Univ of Md, College Park, 20742.

Office of Civil Rights Guidelines

J. Stanley Pottinger of the OCR, HEW, has, with the advice of women's groups and groups representing minorities, has drawn up affirmative action guidelines. While the preliminary version was not all one would hope for, in view of the present climate, upcoming election, etc., it probably is the best one can expect. The final version should be available next month. Try to get a copy and see how your department measures up. Also try to get a copy of your university's affirmative action plan.

Salary

Many schools, among them Wisconsin, Michigan, Georgetown, American, Univ of Florida at Tampa, Maryland, and Maine, have made or are in the process of making adjustments in the salaries of women where inequities were discovered. Urge that your school earmark funds for this purpose, but be sure that women faculty are involved in the review process which is to disclose inequities.

AWM EMPLOYMENT SURVEY

Judie Elkins (Ohio State) has offered to run AWM employment activities. Last year we sent out letters to most graduate departments asking for names of prospective women Ph.D.'s and for listings of available positions. The response was fairly good and we shall repeat the process this year. Send notices of jobs to Judie; if the opening is only tentative or if for other reasons you do not want it generally publicized, she will tell only those on her list who may be qualified. She reports on the results of a follow-up survey we did in July on the employment status of 1972 Ph.D.'s and on the filling of faculty positions for 1972-73:

Faculty Employment

The total number of faculty positions has remained stable for this sample: 2037 in 1971-72, 2035 in 1972-73. Large departments (> 40) lost 4 positions; small departments gained 2 positions. A selection of 16 top research departments lost 10 positions, -1.5 percent.

There has been improvement in the number of women employed: 99/2037 = 4.9 percent in 71-72 to 107/2035 = 5.3 percent in 72-73. Increase or decrease in the number of positions in a department has not substantially changed the number of women employed. The total number of women in a department changes by one usually (one or two cases of increase by two). This should refute charges of indiscriminate hiring of women and unqualified ones at that. Tenure, promotion and salary still remain as questions--as well as fringe benefits.

Large departments show the highest proportion of women on their faculties: depts > 40 55/1013 = 5.4 percent in 71-72 62/1009 = 6.1 percent in 72-73 depts < 39 44/1024 = 4.3 percent in 71-72 45/1026 = 4.4 percent in 72-73

Note that the larger departments have increased the percentage of women employed; however some large departments still show no affirmative action in this respect, even after bouts with HEW. Others have not returned our questionnaire.

The top research departments still show a very low percentage of women on their faculty rosters: 14/670 = 2.1 percent in 71-72, 20/660 = 3.0 percent in 72-73 Note that there is substantial evidence of affirmative action here despite some notable holdouts.

Of new Ph.D.'s 18/214 = 8.5 percent hired by schools with graduate programs are women. This is comparable with 45/474 = 9.5 percent of new Ph.D.'s who are women. (These last figures may be off due to no response from several large schools known to have none or few women Ph.D.'s this year.)

Some departments with no women

	71-72	72-73		71-72	72-73
Brown	0-28	0-27	Harvard	0-18 1/2	0-19 1/2
UCD	0-36	0-36	Michigan	0-60	0-61
UCSB	0-32	0-32	Notre	0-40	0-40
UCR	0-22	0-22	Dame		
Carnegie-M.	0-23	0-25	Yale	0-27	0-27

Ph.D. Employment Figures

Women received 45 or 9.5 percent of the 474 Ph.D. degrees reported on our survey during 9/71 to 8/72 (math only, no stat or computer science).

Of 214 employed in schools with a graduate program, 8.5 percent or 18 were women. "Graduate program" has been interpreted very "broadly" in a least two cases--Keene State College (NH) and Ithaca College. When these two positions are shifted into the 4-year college category, we have

- 16/45 = 36 percent women Ph.D.'s employed in graduate schools
- 196/429 = 46 percent men Ph.D.'s employed in graduate schools
- 14/45 = 31 percent women Ph.D.'s employed in 4-year schools
- 109/429 = 25 percent men Ph.D.'s employed in 4-year schools

In explaining the discrepancy in percentages for graduate school employment, desire and availability of women are faulted (sometimes classified under biological reasons). Note that the total percentages in the 4-year and graduate school employment combined are comparable to those for men. So these women are

available for employment and desire employment. Why the discrepancy?

Thirty-eight of 474 new Ph.D.'s were reported as working in government or industry, 7.9 percent. Here we note that non-academic positions will not use up the surplus Ph.D.'s, men or women. No new women Ph.D.'s were reported working outside academia. (Should the AWM work to change this?)

Of 474 new Ph.D.'s, 90 are unaccounted for in the employment figures--19.2 percent. No position is listed for $76/429 = 17.8$ percent of the men; for women $16/45 = 35.6$ percent have no position listed.

From the questionnaires one gets the impression that departments have little information on the employment status of their graduates. What is being done in the various departments about the 19.2 percent of the new graduates who are unemployed?

JOB

Mitre Corporation, 1820 Dolley Madison Blvd, McLean VA 22101, needs statisticians, systems analysts, OR analysts.

The White House is making a big effort to get more women applicants for White House Fellowships for next year. Again this year less than 10 percent of those selected were women. One might have more confidence in the sincerity of the effort were not the blurb saying that women applicants are being sought accompanied by the announcement of the appointment of a man as director and a woman as associate director of the program. Anyway, if you want to try, get forms from the President's Commission on White House Fellows, The White House, Washington, DC 20500.

McDonnell Douglas, St. Louis 63166, wants engineers, programmers, systems analysts. Contact R.F. Kaletta.

The newly established National Institute of Education is seeking natural and behavioral scientists, engineers, educators, R and D managers. Contact Richard P. Emery, Assistant to the Director, NIE, 300 7th St, SW, Washington, DC 20202.

GTE Sylvania, Electronic Systems Group, Eastern Division, 189 B St, Needham, MA 02194, needs engineers, administrators, technical writers. Write for details.

Univ of West Florida, Pensacola, 32504. Position of department chairman; Ph.D. in math or stat. Contact acting chairman R.E. Lee.

Options for Women, 8419 Germantown Ave., Philadelphia, PA 19118. Non-profit consultation for full and part-time employment.

To be considered for posts with HEW or on its advisory committees send the following information to Women's Action Program, Dept of HEW, Room 3427A, North Building, 330 Independence, SW, Washington, DC 20201:

- 1) Name and social security number
- 2) Home address (if student, college mailing address)
- 3) Business address (if student, college mailing address)
- 4) Date and place of birth
- 5) Education and/or training
- 6) In detail--professional background or community contribution
- 7) In detail--special interests as they relate to professional background, community contributions, or education and training

Rutgers University. Position of Dean of University College. Contact F. Eugene Clark, chairman of search committee. New Brunswick, NJ 08903.

Univ of Colorado. Two research instructorships. Applicant must have received Ph.D. in June 1972 or later. Research interest should be in field in which the dept is strong: number theory, logic, differential equations, topology. Two year non-renewable.

Univ of Illinois at Chicago Circle, Chicago 60680. Position of Visiting Associate Professor, one year; possibility of permanence. Candidate must be active in algebraic geometry with interests in function theory, number theory and differential topology. Should have refereed publications, be able to advise thesis research, have gotten grants and support of her/his research, and have teaching experience.

Chief, Math Analysis Division, GS 16 (29,678-36,000), Research Institute, National Highway Traffic Safety Administration, Dept of Transportation. Must have extensive experience in a senior capacity with government or private industry in directing and participating in scientific research utilizing mathematical, statistical and OR principles and techniques toward the solution of substantial program research problems. Must possess a very high order of professional, analytical and management capability and the ability to speak authoritatively when representing an agency's goals and position in negotiations with high-level government and private sector officials. Contact Barbara L. Hickman, Chief, Personnel Services, NHTSA, 400 7th St NW, Washington DC 20590

AWM ELECTIONS

No nominations were forthcoming at the AWM meeting at Dartmouth. A nominating committee consisting of Judith Elkins, Mary Gray and Alice Schafer was formed. The current proposal is for a 5-woman executive committee--any suggestions or volunteers?

Picture of Emmy

Why not suggest to Springer Verlag that a Noether poster should follow the Hilbert and Gauss ones? By the way, if you are not on the mailing list of their Mathematical Intelligencer, get on it for great reading (1 Berlin 33, Heidelberger Platz 3).

We've Arrived

We are now getting letters from such organizations as Prince Matchabelli wanting to give us special programs.

LEGISLATION

The House Banking and Currency Committee has approved amendments to the Housing Bill proposed by Rep Margaret M. Heckler (R-MA). The amendments would bar sex discrimination in the financing of federally insured mortgages and permit a combined husband-wife income to be considered in mortgage financing.

Rep Bella Abzug (D-NY) has introduced a series of bills designed to end sex discrimination in loan and consumer credit transactions (HR 15114, HR 15115, HR 15116)

The Rutgers University Senate has approved four pages of resolutions prepared by the Senate Ad Hoc Committee on the Status of Women aimed at improving educational and employment opportunities for women at the University. The NJ State Division of WEAL has arranged to make copies of these resolutions available to interested persons. For a copy, send a self-addressed stamped envelope to Ms Sue Lennox, Office of the V-P for Administration, Old Queens, Rutgers University, New Brunswick, NJ 08903.

ITEMS

Civil Service Commission vice chairman Jayne Baker Spain, after looking at a number of pictures of federal training classes, said something to the effect that she saw too many bald heads in the crowd. After reading her comments, one top male agency administrator said he had the answer to that problem: "Let them wear hats in the pictures," a comment that would seem more a part of the problem than the answer.

The Harvard Club, which recently voted against admitting women (1654 for, 854 against, but 2/3 approval was needed), is being attacked by various groups. Feminist attorney Doris Sassower is offering a resolution to the Consular Law Society proposing that they discontinue meetings at the Harvard Club. Eleanor Holmes Norton, Chairman of the New York City Commission on Human Rights, recently called for 8 Ivy League Clubs, including the Harvard Club, to end various inequities in their regulations relating to women. The ACLU has asked the Federal District Court to revoke the liquor license of the Harvard Club on grounds of sex discrimination in a suit filed on behalf of a group of Harvard graduates.

For books for girls, write for a catalogue to The Feminist Press, 10920 Battersea Lane, Columbia, Md. 21044.

A Maryland woman has recently lost a suit in Howard County Court in which she sought to vote under her maiden name.

The following statistics are from the math dept at Columbia. Analogous data from other schools might be interesting.

Years 1960-1969	Female	Male
Persons who left before taking the qualifying exam given at the end of the first year--no degree	15	16
*Failed qualifying exam	2	30
*Failed orals	0	8
*Left due to personal decision	11	38
Left after completing work in addition to that required for the M A. but not completing the dissertation	5	14
Ph.D.'s	<u>3</u>	<u>89</u>
	Total 36	195
*Under all three conditions a student has the option of filing for a M.A. degree which will be granted upon request.		
Number of applicants		
1969-70	18	83
1970-71	23	58
Number of applicants offered admission		
1969-70	2	30
1970-71	1	24
Number of entering students in each class		
1965-66	1	12
1966-67	4	13
1967-68	1	14
1968-69	1	11
1969-70	2	16

All mathematics graduate students receive fellowship support for four years.

EXPECTED DOCTORATES

Two sets of statistics present differing views on Ph.D. production. Those from the National Center for Educational Statistics list

	1970-71	1980-81
Bachelor's and 1st professional		
all fields	863,000	1,334,000
math, stat	29,940	44,000
Master's		
all fields	224,000	395,900
math, stat	7,770	13,420
Ph.D.'s and Ed.D.'s		
all fields	32,000	68,700
math, stat	1,480	3,230

The Council of Graduate Schools, whose 303 members confer 98 percent of the non-professional doctorates in the U.S., lists 29,872 doctorates for 1969-70, the last year for which complete data have been published. They project 32,000 for 1971-72 and for 1975-76, 31,500 (this should be fairly good since most of these students have enrolled or have applied for this fall (the figures were released in May)). They predict no change or a slight decrease for 1980-81, far below the figures given above.

WOMEN MATHEMATICIANS

The figure 6 percent seems the best available for the percentage of Ph.D.'s in math who are women (with little change through the years). However, the 1970 National Register of Scientific and Technical Personnel lists 24,400 mathematicians of whom 2,790 or 11.4 percent are women.

Occupational Outlook Handbook

This publication does not seem to have caught up with reality. To quote: Mathematicians--1970 Employment 75,000; Annual Openings 4,600. Best opportunities for those with the Ph.D. to teach and do research.

Contributions

Send items for the Newsletter to Mary Gray, Dept of Math, American Univ, Washington DC 20016. Our continued thanks to the Maryland Math Dept for its help.

The purpose of the Association for Women in Mathematics is to improve the status of women in the profession. 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, publishing a book, combining mathematics with family responsibilities.

ASSOCIATION FOR WOMEN IN MATHEMATICS

MEMBERSHIP APPLICATION

Name _____

Mailing address _____

Zip _____

Institutional affiliation, if any _____

Position _____

Special interests

_____ Employment

_____ Liaison with AMS

_____ Nepotism

_____ Liaison with MAA

_____ Women's studies

_____ Encouragement of students

_____ Fellowships

_____ Women in administrative positions

_____ Research grants

_____ Affirmative action plans

_____ Advisory panels

_____ Book publishing

_____ Other (please specify)

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