

ASSOCIATION FOR WOMEN IN MATHEMATICS
NEWSLETTER

Volume 2, Number 6

November 1972

REPORT FROM THE CHAIRMAN

I have been hearing frequently from university administrations who want assistance in pressuring math departments to hire women. While I am glad to supply information on available candidates for specific vacancies and to publicize the vacancies, I am developing a counterattack: what is the highest level administrative position at the university which is filled by a woman? I feel it is as important to fill some really top level policy making jobs with women as to hire assistant professors in the math department --more important, in fact, for its long range effect. If there are women in administrative positions all up the line, departments won't be able to return to their old policies once HEW heat is off.

It is of interest to note how concerns of some of our male colleagues surface. I spoke to the North Carolina conference of AAUP chapters recently. The audience was generally receptive to the notion of affirmative action, but one of the few hostile questioners asked whether, if women were given equal employment opportunities, it wasn't only fair that men's fringe benefits would be increased to those of women. Since most universities and TIAA are continuing their policies which discriminate against women in the face of EEOC rulings that they are illegal, I was at a loss to follow his meaning. It finally turned out that he was upset by the fact that women's restrooms have couches and men's don't. While it may seem unworthy of comment (in fact I urged him to integrate the facilities for napping), it does serve to point out that under the law, couches should be supplied for the men's restrooms rather than those in the women's restrooms removed since the principle involved is clear in the law: salaries or fringe benefits may not be reduced to remedy inequities.

I have been appointed chairman of the MAA Committee on Secondary School Lecturers--does anyone have any ideas for this committee's activities? I have objected to the MAA's policy of listing women appointees as Mrs. or Miss Jane L. Doe and men as H.L. Smith. You might want to do so also.

One topic for the business meeting in Dallas is whether the organization (AWM) should be incorporated.

One of the more inept pieces of campaign literature I saw this fall was a letter from Herbert Klein (White House communications director) enclosing a reprint of a Ladies Home Journal article by Herbert Stein, chairman of the Council of Economic Advisors, on women in the labor force. Stein listed the reasons why women work. Prominently featured: mechanization of housework and the decrease in the size of families have given them nothing to do at home. What about economic necessity, self-fulfillment, love for and interest in the work? On the other hand, McGovern's committee on women sent a special appeal to "prominent women" in the D.C. area asking for funds for postage to explain the issues to the "soft vote" housewives, who, we were assured, would vote the right way if they could only be made to understand the issues. So much for sensitivity.

What about black-listing or boycotting schools or particular faculty whose policies on women faculty or students leave much to be desired? It seems to me that the employment situation being what it is makes this a losing proposition in some respects, but warnings can certainly be issued, especially to graduate students with respect to advisors and to undergraduates with respect to graduate schools.

Mary Gray

Judith Jacobs of Richmond College, CUNY, notes: In the October Math Monthly in the article by G.V. Newsom on "The Image of the Mathematician," Newsom quotes Felix Klein, the "...wise mathematician and pedagogue," as he describes how a teacher must encourage students to study mathematics. "He must take account

of the psychic processes of the boy (emphasis supplied) in order to grip his interest; ..." This isn't even the case of the usual assumption of the male pronoun. This is blatant sexism.

RIGHTS OF THE NONTENURED

(from newsletter of Women's Caucus for Modern Languages and bulletin of AAUP) Roth case. In this case by a 5-3 vote the Supreme Court rejected the contention (an AAUP principle) that all teachers are entitled to a statement of reasons and a hearing prior to nonrenewal under the due process clause of the 14th Amendment. Also rejected was the claim that a nontenured teacher is entitled to a due process hearing when she/he asserts that the nonrenewal is a reprisal for her/his exercise of 1st Amendment rights; such a claim entitles a teacher to a judicial, not an administrative, hearing.

Sindermann case. In this decision the Court held that a statement of reasons and opportunity for a hearing are required under certain circumstances, namely if she/he can show that the decision not to rehire somehow deprived her/him of an interest in "liberty" or that she/he had a "property" interest in continued employment, despite the lack of tenure or a formal contract.

Application of these doctrines. Under the liberty doctrine, substantial adverse effect must be shown. E.g., if the reason given, formally or informally, for nonrenewal is dishonesty, immorality, incompetency, or insubordination, then one's reputation, honor, or integrity are at stake and a hearing is required. It is not enough to show, however, that nonrenewal makes the teacher a less attractive employment prospect. Under the property doctrine, such things as a policy setting forth requirements for eligibility for tenure, which the teacher meets, a policy of nonrenewal only for cause, might be evidence that the nontenured teacher has a property right.

Further note: It is clear from the Court's opinion that tenured teachers or teachers dismissed during a contract term do have property interests which are safeguarded by due process. Also, these things apply to elementary and secondary school teachers as well as to college faculty.

RIGHTS OF THE UNEMPLOYED

Title VII of the Civil Rights Act of 1964 (amended in March 1972 to include educational institutions) allows unemployed women who are seeking jobs to file complaints in such cases as the following:

- 1) a department chairman has told them that there was no opening and they later learn that a male applicant whose inquiry postdated theirs was subsequently hired.
- 2) a less-qualified (much stickier) male is hired for a job for which they have been rejected.

Of course, it is hard to secure such information, but inquire of Judith Elkins whether there is an AWM member who may be able to help at an institution at which you have applied.

Unemployment compensation. In most states faculty at all levels are now covered. One must be unemployed through no fault of one's own, so if one has resigned one is not eligible. Note also that this is not "welfare" nor "charity"; it is a benefit to which you are entitled--whether or not you have other assets (such as a working husband). Part-time and temporary employees are also eligible.

If your daily newspaper doesn't carry the comic strip Doonesbury, urge them to do so. Ms. Caucus is a great character.

For books for children, write The Feminist Press, SUNY College at Old Westbury, Box 334, Westbury, LI, New York 11568. Especially good is Agnes Smedley's Daughter of Earth. Same address for Women's Studies Newsletter, subscription 5 dollars a year. For other children's books: Lollipop Power, PO Box 1171, Chapel Hill, NC; Women on Words and Images, PO Box 2163, Princeton NJ 08540, for the best seller Dick and Jane as Victims (1.25).

Coming next month: an article on publishing by a math editor for a leading publisher.

AAAS MEETING, WASHINGTON, D.C., DECEMBER 26-30

There are a number of sessions of interest:

- 1) Symposium on December 28 on "Discovery of Mathematically Talented Youth," including a paper by Helen Astin on "Sex Differences in Mathematical and Scientific Precocity."
- 2) Employment of Women and Minorities in Physical Sciences--afternoon of December 27--includes a talk by AWM chairman Mary Gray.
- 3) "Physiological and Sociological Sex Differences--Fact or Fiction, sponsored by the AAAS committee on women, arranged by Elizabeth Scott, stat dept, UC Berkeley, features Estelle Ramey, Georgetown Medical School and Jacqueline Jackson of Duke, with a panel of commentators. The committee and the session are chaired by Mary Gray. December 26
- 4) Symposium the afternoon of December 28 on computer-assisted instruction.
- 5) Session on biomathematics.
- 6) Symposium on December 29 on "Turning on with Science: Education Programs for Minorities," including a discussion by Arnold Ross of Ohio State on "Voluntary Programs Fostering Mathematics Interest: Engaging Peer Group Support," and several other talks of interest on science and engineering education.

CONSCIOUSNESS RAISING (Feminist Press newsletter)

- 1) Imagine the rest of the life of a girl; make a list of all the things people will tell her she shouldn't do because she's a girl. Do the same for a boy. Compare the lists. Find a girl and a boy to whom you can give the lists and tell them it's all right to do those things.
- 2) Ask the neighbor girl what she wants to be when she grows up; then ask her what she would want to be if she were a boy. Try the same in reverse with a boy. Mention to their parents what they said. Try the same experiment on your own children.
- 3) Force yourself to watch TV for 6 hours. Write down every innuendo you see and hear that denigrates women. Translate all those into insults aimed at midgets. Ask yourself: Would midgets allow that? Would the FCC allow that? Would you allow that if you were a midget? If you weren't Find out when the TV station's license comes up for renewal and join or form a group to file a challenge. Meanwhile, call or write the station and let them know if these things offend you. (Write for more information on renewal challenges.)
- 4) At 11 p.m. on the 19th day of every month think about what you've done all day; consider what you might have done that day if you had been a man(woman). By March 1 figure out what, if anything to do about this.

BROADENING THE SCOPE OF AWM

The newsletter has had several requests lately for more items relevant to non-Ph.D. mathematicians--students, high school teachers, 2- and 4-year college faculty, industrial mathematicians, computer analysts, unemployed. Such articles have been personally solicited from a number of members with no results as yet. However, this constitutes a general appeal for material from AWM members in these categories.

New Executive Committee. Chairman-elect: Alice Schafer, Wellesley. Employment: Judith Elkins, Ohio State (send all job notices and vitae for consideration). Graduate student: Judith Glasner, UC Berkeley. Still needed: someone to take over the newsletter.

Married couples whose incomes are nearly equal will still suffer a tax penalty this year, but there will be some relief, especially for those with joint incomes under 18,000, in the form of child care deductions. Check the provisions carefully.

Texas WEAL has filed charges against the city of Dallas, the Dallas Transit System and 40 Dallas banks for discrimination in hiring, promotion, recruiting, training, pregnancy policy and overtime privileges. (Our convention city)

DALLAS MEETING

The AWM panel on employment and affirmative action will be at 10 a.m. Friday, January 26. Panel members are R.D. Anderson, LSU; Judith Elkins, Ohio State; Tilla Milnor, Douglass; Vera Pless, MIT; and a still-to-be-determined job seeker. A business meeting will follow the panel.

If you are going to be in Dallas and want to stay at the AWM suite Thursday and Friday (at the regular rate for 1/2 a double room), notify the chairman. If you are willing to "man" a table for a few hours to hand out literature and sign up new members, please send a tentative list of times when you will be available. Plan to attend the AMS Council meeting if you arrive on Wednesday; it is at 2:00 p.m. the 24th.

There is an AMS panel discussion Friday evening on graduate education; the panel includes no graduate students (and no women). AWM members may wish to comment. Mathematics Action Group is sponsoring a panel on the economic status of the profession. A large number of AWM members are giving talks, including an hour address by Barbara Osofsky.

RECOMMENDED BOOKS (Winnie Mihalov, Palo Alto, California)

The Pursuit of Loneliness by Philip Slater

The Sciences and the Humanities--Conflict and Reconciliation by W.T. Jones

Life Against Death--The Psychoanalytic Meaning of History by Norman O. Brown

Irrational Man--A Study in Existential Philosophy by William Barrett

The Flight from Woman by Karl Stern

The Psychology of Sex by Oswald Schwarz

The Dialectic of Sex--The Case for Feminist Revolution by Shulamith Firestone

Philosophical Analysis--Its Development Between the Two World Wars by J.O. Urmson

AMS ELECTION

Some additional statements on implementation of the resolution on women were received after the last mailing. Those of candidates who are elected will be circulated later so that their performances can be measured against their promises.

AFFIRMATIVE ACTION

A number of universities are working furiously to establish affirmative action plans in conformity with the HEW guidelines of October 1, 1972. The Office of Civil Rights of HEW was asked to send each AWM member a copy of the guidelines; there is an excerpt in the November issue of the AMS Notices. It is crucial that women representing faculty and staff be included in the groups working on these plans and particularly in monitoring committees once the plans have been drawn up. Most major universities have come around to pro forma compliance, e.g., advertising of vacancies, but whether their "good faith" extends to hiring women and treating them fairly subsequently remains to be seen.

SUCCESS STORY (Louise Hay, Rutgers)

The Committee on International Exchange of Persons (Senior Fulbright-Hays Program) is changing its policy on support of dependents. "Wife; husband if incapable of self-support..." will be changed to "spouse."

The Institute for Advanced Study has also changed its forms to read "spouse" instead of "wife" and "three mathematicians who know your work" instead of "three men..." However, since no woman who had been turned down for support could be found to sign a complaint the EEOC charges had to be dropped.

For New York area members: the appeal for support of WBAI lists extensive feminist programming. Try it; you may like it. You might also try to do a program yourself on women in math, counselling students, etc.

EMPLOYMENT

SUNY Binghamton. Position of assistant vice president for academic procedures and advising. Contact Walter Lowen, Dean, School of Advanced Technology, Binghamton, NY 13901. Salary in 20,000 range.

Southwest Minnesota State College, Marshall. Position of president. Contact Dr. Garry D. Hays, Vice Chancellor for Academic Affairs, Minnesota State College System, 407 Capitol Square Building, 550 Cedar Street, St. Paul, MN 55101. Salary 24,000-29,600.

Widener College. Dean of Arts and Sciences. Contact Prof Robert Melzi, chairman, search committee, Widener College, Chester, PA 19013

Community College of the Finger Lakes. Position of Dean of the College, chief academic administrator. Contact the president of the college, Canandalqua, NY 14424.

Buffalo School System. Position of Assistant Superintendent for Administrative Services and Research. Requirements: experience in administration, background in research, eligibility for NY certification as school district administrator, doctorate in school administration desirable. Salary 20,275-20968. Contact Division of Personnel, Board of Education, 720 City Hall, Buffalo NY 14202.

Miami University. Dean of the Graduate School and Research. Contact Dr. James R. Woodworth, chairman of the search committee, 122 Upham, Miami University, Oxford, Ohio 45056.

University of Wisconsin-Milwaukee. Position of Chancellor. Contact Dr. Cornelius P. Cotter, chairman of the search committee, Bolton Hall 562, Univ of Wisconsin-Milwaukee, Milwaukee, WI 53201

Iowa State University. Position of Affirmative Action Officer. Contact Dr. Norman L. Boyles, chairman of the search committee, Room 102, Nickell House, Iowa State Univ, Ames, Iowa 50010

University of Nebraska, Omaha. Position of Director of Training and Community Service, School of Public Affairs and Community Service. Requirements: experience in community development, grantsmanship, interdisciplinary experience, university teaching experience. Contact Dr. George Barger, chairman, Dept of Sociology, UNO P.O. Box 688, Omaha, NB 68101. Position of Research and Planning, School of Public Affairs and Community Service. Contact Dr. Harry Reynolds, Public Administration, UNO P.O. Box 688, Omaha, NB 68101

Oregon State University. Position of Affirmative Action Officer. Requirements: a bachelor's degree and two years of steadily increasing responsibility in supervisory or staff level work in a technical function relating to management; or a satisfactory equivalent combination of experience and training. Contact Mr. Anthony D. Birch, Dept of Budgets and Personnel Services, ADS A 520, Oregon State Univ, Corvallis, Oregon, 97331. Salary 10,392-11,460 (12 months)

Western Washington State College. Position of Director of the Computer Center. Contact Dr. George Gerhold, WWSC, Bellingham, WA 98225. Salary 18,000-23,000.

Kingsborough Community College. Systems analyst/programmer. To assist director of computer center in systems development, programming and operations planning. Contact Computer Center, Kingsborough Comm. College, 2001 Oriental Blvd, Brooklyn, NY 11235.

US Naval Academy. Systems programmer/analyst (2 vacancies). The computer system is a Honeywell (GE)-635 with 150 remote terminals operating under Dartmouth Time-Sharing System and GECOS and the jobs involve systems software maintenance and development. Salary 9500-11,600, ample opportunity for advancement. Contact Mr. A.E. Conord, director, Academic Computing Center, US Naval Academy, Annapolis, MD 21402.

Metropolitan Life Insurance. Position of Biostatistician. Contact Mr. Frederic Seltzer, Assistant Statistician, Metropolitan Life Insurance Co. One Madison Ave., New York, NY 10010.

NY Dept of Correctional Services. Director, Bureau of Research and Statistics. Contact Mr. Gould, Personnel Office, NYS Dept of Correctional Services, State Campus, Bldg 2, Albany, NY

University of Otago Dunedin, New Zealand. Position of lecturer or senior lecturer in quantitative methods (possibly associate professor). Requirements: background in quantitative methods in business administration or statistics or OR. Contact Secretary-General, Association of Commonwealth Universities, 36 Gordon Square, London W.C. 1. Salary 5,589-10,658 NZ dollars.

University of Wyoming. Senior position in statistics, junior joint position in statistics and sociology (to teach graduate courses at M.A. level in both fields). Contact T.A. Walther, head, statistics, University Station, Box 3275, Laramie, Wyoming, 82070.

University of Maine at Portland-Gorham. POSITION OPEN FOR JANUARY 1973. Instructor or assistant professor in mathematical statistics. Contact Dr. Lincoln Fish, chairman of math dept, Univ of Maine, Portland, Maine, 04103. Salary 9,000-11,000, possibly higher.

Brown University. Jacob David Tamarkin Instructorships in Mathematics. Two year appointments, light teaching load. Contact Chairman, Dept of Math, Brown University, Providence RI 02912. Salary 10,000 + summer support.

Rensselaer Polytechnic Institute. One or two positions in applied math at assistant professor level. Teaching load 6-7 hours per semester. Of particular interest are people with research interests in applied probability, fluid mechanics, biomathematics, differential equations and control theory. Contact R.C. DiPrima, Chairman, Dept of Math, RPI, Troy, NY 12181.

Yale University. Full professor, Lie groups. Gibbs instructorships, possible regular junior positions. Contact G. Mostow, chairman, math dept, New Haven, CT 06520

University of Maryland. Position of associate professor in statistics, several regular assistant professorships, several one-year appointments at various levels. Contact J.K. Goldhaber, chairman, math dept, College Park, MD 20742.

University of Colorado. Position of assistant professor, prefer specialists in algebra, analysis, numerical analysis, number theory or topology. At least 2-year contract with possibility of renewal. Teaching load 6-8 hours/week. Position of assistant professor as a research post-doctoral, 2-year non-renewable. Ph.D. must have been received in March 1972 or later. The candidate's research interest should be in an area in which at least one present member of the Colorado faculty is actively interested. Teaching load 8 hrs or less/week. Contact New Appointments Committee, Dept of Math, Univ of Colorado, Boulder, CO 80302.

SUNY College at Brockport. One or two positions, prefer applied math. Contact Dr. Edward Stephany, Chairman, Dept of Math, SUNY College, Brockport, NY 14420

California State University, San Jose. Numerical analyst or mathematician with computer experience. Contact Prof Margaret Filling, Dept of Math, CSU, San Jose, CA 95192

Florida International University. Several positions in computer sciences, statistics, classical applied math. Contact Prof Robert Fisher, Chairman, Dept of Math, Florida International Univ, Tamiami Trail, Miami, FL 33144

Columbia University. Full professor, in some modern field of analysis (in particular, several complex variables) or in some field of geometry (including algebraic geometry and topology). Contact Lipman Bers, chairman, Dept of Math, Columbia Univ, New York, NY 10027

Vanderbilt University may be looking for someone in geometry. Contact B.F. Bryant, chairman, Dept of Math, Vanderbilt Univ, Nashville, TN 37203

University of North Carolina. Five positions, anything but topology. Chapel Hill, NC 27514.

Smithsonian Institution Fellowships. Research in the history of science and technology. Postdoctoral 10,000, predoctoral 5,000. Deadline January 15. Contact Office of Academic Studies, Room 356, SI Bldg, Smithsonian Institution, Washington, DC 20560.

Drexel University. Position of head of the Mathematics Department. Contact Prof Wyman Fair, Math dept, Drexel Univ, Philadelphia, PA 19104

Hebrew University of Jerusalem. Postdoctoral fellowships in math and computer sciences. IL. 10,000. Applicants are required to submit applications in letter form, together with a detailed CV and publication list, to read Dean's Office, Faculty of Science, by December 1, 1972. Simultaneously at least two letters of recommendation should be sent to the same office. Air fare provided. The fellowship is intended for persons who attained their Ph.D. in 1971, 1972 or will attain it in 1973.

Michigan State University. Position of assistant professor. Requirements: Ph.D., no more than three years' experience, ordinary and functional differential equations with broad interest in applications such as control theory, stochastic differential equations and stability theory. Deadline January 15. Contact Chairman, Dept of Math, D-207 Wells Hall, MSU, East Lansing, MI 48823.

University of California, San Diego. Muir College: two positions, asst professor, perhaps beginning associate. Preferred fields: algebra, computational math, statistics. Third College: one or two positions (one senior). Preferred fields: statistics, applied math. Third College aims at a student population 1/3 Black, 1/3 Chicano, 1/3 other and seeks corresponding representation on its faculty. Contact Prof Jacob Korevaar, chairman, Dept of Math, UCSD, LaJolla, CA 92037.

The following positions are listed courtesy Women's Caucus in Statistics:

University of California, Berkeley. Biostatistician. Contact Dr. Chin Long Chiang, School of Public Health, UCB, Berkeley, CA 94720 with copy to Dr. Elizabeth Scott, Dept of Statistics, UCB.

Princeton. Assistant professor, statistical computing. Contact Prof G.S. Watson, Chairman, Dept of Statistics, Princeton Univ, Princeton NJ 08540

National Center for Health Statistics. NCHS is seeking one or more persons to complete a consulting committee of about 8 persons. The function of the committee is to investigate employment patterns of women and minorities in NCHS, to establish goals, suggest actions to reach the goals, and measure progress toward attainment of the goals. 50 to 125 per day. Preference: applicants from DC or Triangle Area in NC. The full committee will meet periodically and each member will have specific assignments in interim periods. Contact Mr. William Jenkins, Room 8A-45, Parklawn Bldg, 5600 Fisher's Lane, Rockville, MD 20852.

Department of Defense. Statistician to help evaluate the status of women in the Pentagon. Contact Mr. Steven Kline, Civilian Employment, Equal Opportunity Program, Pentagon, DOD, Washington, DC.

Additions

Union County Technical Institute. Computer center director. Must have thorough knowledge of system design, analysis and programming, competent knowledge of DOS/OS environment. Experienced on IBM 360/Model 25, telecommunications and time sharing. Contact Joshua S. Chow, VP-Finance, UCTI, 1776 Raritan Rd, Scotch Plains, NJ 07076. Faculty opening in computer programming with business emphasis. 10,200 for academic year. Contact Dr. Joseph F. Shelley, Dean, address above.

Bennett College. Dean of College (2-yr college for women). Earned doctorate or equivalent in experience required. Contact Chairman, Search Committee, Bennett College, Millbrook, NY 12545.

Note: IN SPITE OF HEW GUIDELINES CALLING FOR WOMEN TO BE INVOLVED IN RECRUITMENT HIRING AND ON SEARCH COMMITTEES, ONLY ONE OF THE "CONTACTS" LISTED IN THE ABOVE THREE PAGES OF JOB ANNOUNCEMENTS IS (IDENTIFIABLE AS) A WOMAN.

Send job announcements and vitae to Judith Elkins, Dept of Math, Ohio State, Columbus, OH 43210.

To keep up to date on legislative developments relating to women, write to WEAL, Washington Report, 621 National Press Bldg, Washington DC 20004. (subscription 5 dollars a year or free with a subscription to Women Today)

SEVERAL COMPLEX VARIABLES (compiled from various sources and members' comments)
"Queen Bee" Complex. Why, one is frequently asked, are some successful women mathematicians cool, or openly hostile, to AWM or similar organizations? One explanation is the so-called "queen bee" complex. Its proponents claim that women enter mathematics and other male-dominated fields partly because they are predominantly male, that they enjoy the attention of large groups of males, the feeling of exclusiveness, of uniqueness which comes from being the only woman, that displaying their mathematical ability is motivated by the same feelings as cause other women to display their cleavage. Some of this theorizing is based on fairly tenuous assumptions. However, another aspect, which is probably more valid, is expressed by de Beauvoir in Second Sex. That is the notions that women are satisfied with a lower level of achievement because that level is so high in comparison with other women. From this one moves to the consideration that one's own status is diminished by the success of other women. Allied to this is the reaction: I made it without help, why shouldn't other women if they are really any good? Still another reaction is to try to avoid being thought of as a woman at all costs; to be "one of the boys" is the highest aspiration. These feelings are far from universal as many of the most successful women are the first to try to help their sisters.

"I'm not a bra burner" Complex. Veterans of the anti-war movement will recognize the victims of this complex. Their predecessors condemned those who, about 1965, were, among other things, lying down in front of troop trains to protest the war, for giving the movement a bad name. But it was they who eventually made opposition to the war respectable and finally effective (we hope). Many women today want the economic gains that the women's movement will bring them but shy away from association with those in the vanguard--the radical feminists, the separatists, the sometimes violent and frequently irrational protesters, the man-haters. One can avoid extremist participation oneself, but is it right to disassociate oneself and condemn the radicals? In an editorial in this week's Science, Susan Artandi, of Rutgers, wants to move in this direction, pointing out quite rightly that women's rights is not a question of who washes the dishes. Further she notes that many women don't want to choose between a career and a family, but want both (better: want to decide whether to have one or the other or both without any attached stigma). Then one gets to the real problem: can one expect society to move to meet their needs (by part-time jobs, child care, etc) or should they, in asking for equal opportunities and an end to subtle and not-so-subtle putdowns, adapt to meet society's demands in both roles?

"Bra-burner" Complex. What about it (not bra burning, but what the concept represents)? Must one condemn and avoid all men, must one ever suspect the worst, be constantly alert to slights, to put downs, see discrimination, indeed oppression, everywhere? Is it total war, with victory only by violence, as Robin Morgan claims? Or is there room for all shades of opinion, room for support from men?

"Aunt Sally" Complex. This should need no explanation, for it is the women's analogue of Uncle Tom. It isn't the same as "Queen Bee," which is based on acceptance from a position of power, combined with refusal to be considered a woman, whereas Aunt Sally is subservient, knows her role, maybe has a good teaching job--but makes coffee, does lots of advising, serves as secretary to lots of committees, maybe runs the undergraduate program, gets less salary, but most of all doesn't get aggressive or out of her place.

DOES ANYONE HAVE ANY COMMENTS? HOW ABOUT COMPLEXES OF OUR MALE COLLEAGUES?

This publication is on file at the International Women's History Archive, 2325 Oak Street, Berkeley, California 94708.

The mailing of the November newsletter has been delayed due to a death in the family. We append the following news:

AMS ELECTION

Vice-president E.E. Moise Members-at-large Anatole Beck, Michael Golomb, Mary Gray, Arthur P. Mattuck, Cathleen S. Morawetz
Thank you for your help.

Now we need suggestions for Council actions.

STANFORD UNIVERSITY SLOAN PROGRAM

Let's start again trying to identify women who are potential Sloan fellows in mathematics. Meanwhile, Stanford has announced its annual Sloan programs. The Stanford Executive Program is a two-month summer program designed for men and women who are currently in or are shortly to be promoted to senior management positions, and the Stanford-Sloan Program, a nine-month course of study in advanced management and the humanities designed for the professional and personal development of exceptional younger executives. For details contact Ms. Nancy Collins, Assistant Director, Stanford-Sloan Program or Ms. Fran Rinaldi, Assistant Director, Stanford Executive Program.

Mrs. W. W. McCormick writes

The discrimination of women in the job market the next four years is one in which I am greatly concerned. The attitude taken by the administration pertaining to "quotas" in recent months is something about which all women should be concerned. I am not for "quotas" just for "quotas" sake, but the token gains that women have accomplished in the last few years appear to be in jeopardy. Since any job pertaining to math and science has been extremely difficult for women to even get token employment, we need to work more diligently to see that the idea of "quotas" or something similar with a new name is not allowed to die.

There has been repeated attacks on all employment "quotas" by the administration and the whole idea of "quotas" has been condemned repeatedly by the White House. The President has said that "quotas" are intended to be a short cut to equal opportunity, but in reality they are dangerous detour away from the traditional value of measuring a person on the basis of ability. That is all well and good, but how can we be measured on our ability when we are excluded from the hiring in the first place? If a person is not qualified, I certainly do not think he or she should be hired, but I think sex should play no part in the hiring.

There has been an easing on minority hiring standards for Federal contractors set by the Office of Federal Contract Compliance (OFCC). The OFCC office required all non-construction contractors doing over 5000 dollars worth of business a year with the U.S. Government to set specific goals and timetables for hiring minorities. This OFCC order forced giant defense contractors such as McDonnell Douglas to set specific hiring goals, and time tables for ethnic minorities and women. The order required the company to make an analysis of their own situation and set their goals, if there was an "underutilization" of any minority group. Where "underutilization" is defined as having fewer minorities or women in a particular job classification than would reasonably be expected by their availability.

This OFCC office order is far from being effective, but it has at least permitted minorities and women to get their foot in the door, particularly in the defense plants. In the plant where I work, discrimination against women is accepted as a way of life, but I do note significant improvements since the OFCC order has been in effect.

It is absolutely essential for organizations like the AWM never to relax in their efforts to fight discrimination in jobs. If we become relaxed or complacent we will find that our meager gains will be taken

away from us. The President has said repeatedly that he opposes "numerical goals" applied as "quotas" or based on "concept of proportional representation." We know there is no way for women to get a "proportional representation" no matter how well qualified we might be for the job unless we have laws to back us up. Therefore this organization as well as many others must continue to work diligently to keep what laws we have, and see that those laws are enforced.

JOBS

University of Michigan, School of Business Administration, Ann Arbor, 48104. Associate professor or professor of actuarial science and insurance. 2-3 courses per term (theory of compound interest, numerical analyses, life insurance accounting, etc.) depending on research and/or supervision of doctoral dissertations, assumption of committee assignments, continuing research/publication output in actuarial science, pensions, and insurance.

Social Security Administration, Baltimore and Washington. Actuary, mathematical statistician, computer programmer, management intern.
Defense Supply Agency, Washington. Program and management analyst, mathematician, statistician.

Courant Institute. Postdoctoral visiting memberships supported by NSF, other government agencies, and industrial organizations. For application forms and further information, write Visiting Membership Committee, Courant Institute of Mathematical Sciences, New York Univ., 251 Mercer St., New York 10012. Deadline January 1, 1973.

Montclair State College. Position of president. Write James W. Cottingham, Presidential Search Committee, Montclair State College, Upper Montclair, NJ, 07043.

University of Pittsburgh. Position of assistant professor in the interdisciplinary doctoral program in information science. Earned doctorate or equivalent experiences in the behavioral sciences, with emphasis on human information processing, is desired. Understanding of the applications of computers to the conduct of research and the development of systems in general required. Write Chairman, IDIS Program, Room 310, LIS Building, Univ of Pittsburgh, Pittsburgh 15213.

University of Wisconsin. Associate vice president for academic affairs, program development for minority/educationally disadvantaged students. Salary range 24,000-28,500. Write to Donald K. Smith, VP for Academic Affairs, 1668 Van Hise Hall, Madison, WI 53706

Program coordinator, engineering/physical sciences, program review and evaluation, salary range 18,000-23,000, address as above.

University of London, London School of Economics. Chair in classical analysis.

Rumors: positions at Chicago and University of Massachusetts.

NEW JERSEY

New Jersey WEAL has protested the proposed tenure freeze as being particularly discriminatory against women and minority group members, currently clustered in lower ranks in the state colleges.

One of the most far out recent job announcements was of a vacancy in physical education at Oregon State. Talk about pro forma compliance with affirmative action plans !

NEPOTISM

The Contract Compliance Division of the DHEW recently forced the University of Miami to reinstate Dr. Nancy T. Clasby and pay her back wages because she was fired on the basis of a nepotism rule. She suggests writing to William Thomas or Dr. Hugh Brimm, HEW Office of Civil Rights, 50 7th St., Atlanta GA 30323 for clarification of HEW's position on nepotism.

AMERICAN COUNCIL ON EDUCATION

The ACE is the most prestigious group in higher education, an association of high level administrators representing the leading universities. Acting on the recommendation of Pres Roger W. Heyns, the ACE board of directors has ordered that "strong measures be taken by the Council so that it will serve in a key leadership role in remedying inadequate responses to date on a variety of issues relating to minorities and to women in higher education." Keeping in mind that ACE members were primarily responsible for such responses, and for conditions leading to the questions which brought on the responses, one may or may not be cheered by ACE's establishing an Office of Women in Higher Education to serve as a focus for the analysis, research, planning and fostering of changes in college and university responses to the women's issues, particularly those issues involving admissions, employment and curriculum. This office is also supposed to be responsible for the roster of women for advisory and administrative positions, if that ever gets funded.

PART-TIME APPOINTMENTS

The controversy goes on, but one of the more objectionable points of view is that only women should work part-time and that women should only work part-time. One of the candidates for the presidency of the AAAS, Kenneth Thinmann, expresses what he probably thinks is a very liberal point of view: "Universities do not recognize the need for women to work part-time. There is no reason why a woman with children cannot work half time; many already do, but they must now drag along as research assistants. Universities should be willing to provide half-time appointments that provide normal progress up the academic ladder. Promotion would take longer, of course, since persons with part-time appointments would take longer to show their creative ability. But much of the prejudice against women--which is real--revolves around administrative issues. It's rather ridiculous really, since part-time appointments would require little practical change in the university--although it would take a big mental change in some people. But until this is done, there will not be a large and representative staff of women in universities." (This is all he has to say on the subject of women.)

To join the Association for Women in Mathematics fill in and send with 2.00 annual dues to Mary Gray, Department of Mathematics, American University, Washington, D.C. 20016. Make check payable to Association for Women in Mathematics.

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