

ASSOCIATION FOR WOMEN IN MATHEMATICS
NEWSLETTER

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April 1973

REPORT FROM THE EDITOR

Beginning on the next page is my testimony before the U.S. House of Representatives Committee on Ways and Means on the subject of tax treatment of married and single persons. If you agree with the points brought out, I suggest you send copies to your Representatives and Senators and urge their support for legislation implementing more equitable treatment.

There was about a 40 percent return on the ballot regarding incorporation, all votes except one favorable. Your new chairman will be proceeding with the formalities. The Philadelphia area AWM has taken charge of petition campaigns for the AMS Council; they may be asking for your help. Starting in this issue are regular columns, "Letters from Boston and New York." If you have something to contribute, contact me or Ann Stehney, Wellesley College. We hope to have a "Letter from Canada" soon.

A new umbrella organization has been formed: the Federation of Professional Women's Organizations. The exact nature of the group's activities are not yet completely determined. So far there has been activity concerning a roster of women in all fields and a conference on career counselling is planned. AWM has been keeping in contact without a formal affiliation, pending more information on the character and dues structure of the organization. Does anyone have any input as to what the scope of such a group might be, whether we should affiliate, how they might help us or we them?

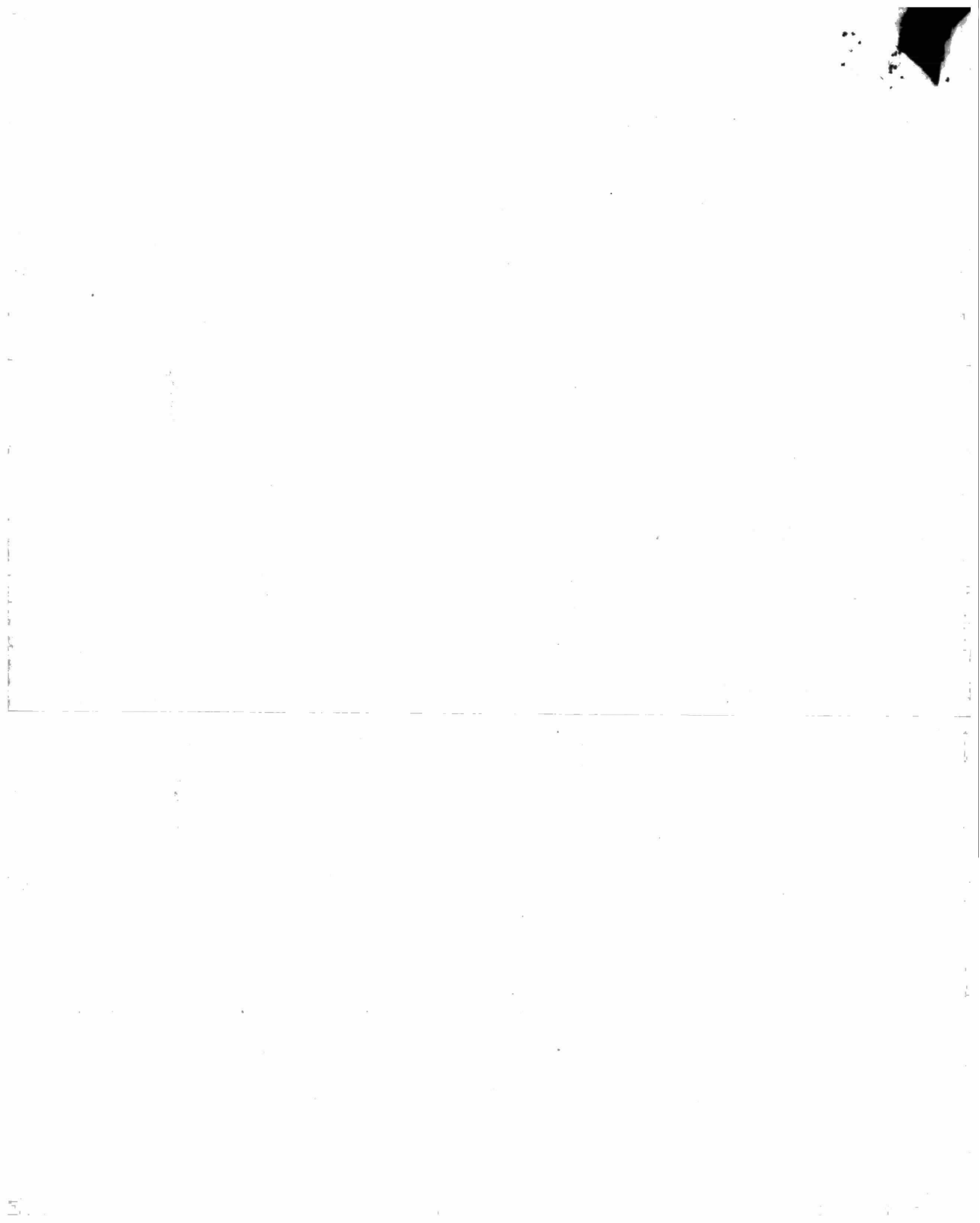
The latest reported ploy in "affirmative action" is to invite women to come to give talks to be considered for listed vacancies but to make a firm offer of the job to a man before the women even comes--this having been done at Maryland. Something which will hurt the affirmative action enforcement program is the departure of J. Stanley Pottinger from the Office of Civil Rights, HEW. In spite of his failings, he was much more effective than his successor is likely to be, according to those in a position to know. It might help if you would write to Caspar Weinberger, new HEW Secretary and to your Representatives and Senators to urge that OCR not be downgraded.

The OCR problem came up at a recent meeting of the national Committee W of AAUP. This committee is working with local and state committees to help women with on-campus problems. Such committees are a good source of help and I suggest you get in contact if you want help or advice; I have the names of the state chairpersons. While most existing contracts obtained through collective bargaining are not overly solicitous of women's rights, progress is being made and in particular AAUP is concerned, both with respect to collective bargaining and through its Committee A apparatus. If your school is having a collective bargaining election, contact Margaret Rumbarger of AAUP, One Dupont Circle, Washington DC, or Diane Laison of Temple, math dept, Philadelphia, for advice and information on women's issues.

The job crisis seems to grow ever more acute. One bit of advice: apply for jobs even if you don't exactly meet the listed requirements, in particular for administrative jobs or management jobs in industry. Those in charge will usually admit they have flexibility if "a good man" comes along, so present them with a good woman. We also should all be alert to recommend other women for positions--at our own institutions or companies or in response to advertisements. It is not necessary to be certain that the person you are recommending would take the job; that's not up to you.

The New York area meeting of AWM will be Saturday, April 21, 10:00 a.m., Suite S of the Biltmore Hotel (in conjunction with the AMS regional meeting). The Ohio AWM meets in conjunction with the MAA sectional meeting April 13-14 at Ohio University, Athens. Contact Judith Elkins, Ohio State, for details.

Mary Gray



The current tax treatment of married and single persons has been justified on the grounds that it is unfair to a relatively small number of persons--namely the thirty percent of couples filing joint returns where the income of one member is no more than four times that of the other, all married couples filing separate returns and all single persons.

Even if this were a small number, the fact that the inequity is not widespread does not justify its existence. However, the population of the first two classes--with whom my testimony is concerned is in fact sizeable. One would hope that with increasing employment opportunities, and in particular opportunities for career advancement, for women it will increase.

Marriage penalty

It used to be argued that a single person could enter into a pro forma marriage with a person having no income simply for the purpose of a substantial reduction in taxes. In fact a reduction, although less substantial, can still be thus effected. But now a couple can enter into a pro forma divorce in order to secure a substantial tax reduction. Let me cite an example.

Suppose both husband and wife are employed outside the home, one with an income of 15,000 dollars and one with an income of 20,000 dollars. If they have no other dependents and only the standard 2,000-dollar deduction, they must pay 8465 dollars in Federal income taxes if they file jointly and 8562.50 if they file separately.

On the other hand, two single persons with incomes of 15,000 and 20,000 dollars and no other dependents pay 2702.50 and 4255 dollars, respectively, for a total of 6957.50, whether or not they are living together. (Note that each is entitled to a 2,000-dollar standard deduction whereas married persons filing separately are limited to 1,000 dollars each.) With the 1507.50 difference the couple could combine a quick trip to Haiti for a divorce with a Caribbean holiday and still be ahead.

The penalty on married couples increases as the gap between their two incomes narrows or as the incomes go up.

Child care

With the 1972 provisions for child care deductions the situation has become even more acute. A colleague of mine is divorced and has one child. His income is 16,000 dollars; he claims 2,000 dollars in deductions plus 400 dollars per month for childcare. His tax is 1518 dollars. His fiancée, who also has a child, earns 12,000--probably for the same work since statistics show that women on the average get two-thirds of the salary men get for the same job. She also has 2,000 dollars in deductions plus 400 dollars per month for childcare. Her tax is 633 dollars. Combined tax: 2151 dollars. Had they been married, their combined income would render them ineligible for childcare deductions.

Thus on a taxable income of 21,000 dollars (assuming that the other deductions remain the same) they would have paid 4700 dollars in Federal income taxes. How many couples can afford an increase of 119 percent in their income tax--in effect a marriage tax of 2549 dollars?

It is of course possible to argue that having children and the resulting expenditure is today just another form of consumption which should not enjoy any particular tax advantage. However, child care expense is clearly necessary to income production for the working single parent or for the working couple. There are inequities in the system: for example, why should expenses for housekeeping unrelated to childcare be deductible for a working parent but not for a working non-parent? One can equally well argue that if household help is hired to do what a spouse not employed outside the home might do around the home then since income-splitting provisions are available for the unemployed spouse case, deductions should be available for a working couple or single person, with or without children.

Proposed solution

This brings us to a possible solution to the problems of the present system. Income-splitting is justified--quite properly--on the grounds that the spouse not employed outside the home provides services which contribute to the income production of the working spouse. A better solution is to allow the employed spouse to pay the other for these services and to deduct the payment from his or her income. The spouse who is being paid under such an arrangement would pay taxes on the income, but each spouse's income would be in a lower bracket and the effect would be the same as under current provisions. This would also solve a problem which plagues the Social Security system: namely how to provide benefits in his or her own right for the spouse not employed outside the home. The employer payment could be made by the paying spouse or the payee could be treated as a self-employed person.

If single persons or working couples hire household help to provide the same services as a spouse not employed outside the home, then they too would be entitled to deduct the cost of such services. Then there could be one tax rate rather than four and everyone would be treated more equitably.

Invasion of privacy

The basic justification for differences in tax rates between single persons, married persons and heads of households has to do with the expense of maintaining a household. It is held that if single or married persons have special living arrangements which increase or decrease their expenses, the Internal Revenue Service is unable to determine this and indeed it should not try. I maintain that it should also not be the concern of the IRS whether or not taxpayers are married. Its concern should be with income and taxes thereon and there should be no inquiries as to marital status.

- RUSSELL SAGE COLLEGE. Director of Computer Center and asst prof of Comp Sci and Math. Ph.D. in Comp Sci or appropriate related field. 11,000-13,000 for AY. Dr. Scott Kinerson, Dept of Math, Russell Sage College, Troy NY 12180, Phone 518-270-2239 or 518-270-2236.
- UNIVERSITY OF DELAWARE. Visiting Unidel Prof of Math, AY 1973-74. Applicants must presently hold the rank of Prof and exhibit a record of outstanding scholarship in some area of analysis, preferably applicable math. Candidates will be judged on their research area as it interlocks with the expertise and goals of the department. Teaching load and salary negotiable. W.E. Baxter, Dept of Math, Univ of Delaware, Newark 19711. Phone 303-738-2651.
- TRENTON STATE COLLEGE. Asst prof of math. Ph.D. 11,000-13,000. 12 hour teaching load, interest in research expected. William Hausdoerffer, chr., Math Dept, Trenton State College, Trenton, NJ 08625
- OLD DOMINION UNIVERSITY. 4 or more vacancies. Prefer applied math or statistics, but will consider others. Norfolk VA 23508.
- CALIFORNIA STATE UNIVERSITY, SACRAMENTO. 1) PhD in math or stat preferred, ABD considered. 2) PhD in math or stat; experience with disadvantaged students, will supervise EOP programs in math. M. Richard Porter, chr, Dept of Math, California State Univ, Sacramento 95819.
- UNIVERSITY OF ARKANSAS. Assistant prof, recent PhD. Desire specialty in applied math or numerical analysis, but others considered. James E. Scroggs, chr, Dept of Math, Univ of Arkansas, Fayetteville, Ark 72701.
- UNIVERSITY OF ALABAMA. Departemtn chairmanship. Carl Seeback, Search Committee, Dept of Math, Univ of Alabama, University Alabama 35486.
- WASHINGTON STATE UNIVERSITY. Director of Affirmative Action and Special Programs. Chauncey S. Poulson, chr, Search Committee, Division of Sciences, Washington State Univ, Pullman, WA 99163.
- ROLLINS COLLEGE. Asst prof, PhD, teaching load 12 hours. Academic research is encouraged, but not required. Dr. John J. Bowers, Head, Math dept, Rollins College, WinterPark FL 32789.
- UNIVERSITY OF PENNSYLVANIA. Instructor, little hope for permanence. Eugenio Calabi, Dept of Math, Univ of Penn, Philadelphia, 19104.
- UNIVERSITY OF MINNESOTA, DULUTH. Asst prof, stat, math, comp sci. James L. Nelson. SM 327, Univ of Minnesota, Duluth, 55812. Phone 218-7268254.
- UNIVERSITY OF MINNESOTA, MINNEAPOLIS. Research associate, measurement services, for curriculum and program evaluation. Dr. Patricia S. Faunce, Dir., University Measurement Services Ctr., 9 Clarence Ave, S.E., Minneapolis. Phone 373-2263.
- WOFFORD COLLEGE. Asst prof, 10,000, 12 hour teaching load, including courses in computing and stat for social science and math students. Richard L. Robinson, chairman, Dept of Math, Wofford College, Spartanburg SC 29301. The announcement contains the following paragraph. "Wofford is particularly interested in receiving applications for the position in the mathematics department from women and Blacks. Persons who apply should state their sex and race. However, appointment to the position will be made on the basis of qualifications and without regard for race, color, religion, sex or national origin."
- UNIVERSITY OF NEBRASKA, OMAHA. PhDs for research in urban affairs. Background in quantitative analysis. Ralph H. Todd, Director, Center for Applied Urban Research, Univ of Nebr at Omaha, POBox 688, Omaha 68101. Phone 402-553-4700.
- COLORADO STATE UNIVERSITY. 1) Visiting prof, one course and/or one seminar per quarter. Research publications and experience with graduate students necessary. 2) Two probable positions for asst prof in numerical analysis or applied math. Two classes per quarter, research, etc. Ph.D. 3) Possible temporary 1-year position to replace staff on sabbatical. Ph.D. 3 classes each of fall and winter quarters, 1 in spring qtr. Classes are 3,4, or 5 credits each. E.R. Deal, chr, Dept of Math, Colorado State Univ, Fort Collins, 80521. 4) Chr, comp sci section of Dept of Math and Comp Sci. Ph.D. min. 5 years experience, evidence of national recognition. Available June 1973. Prof. Wayne Viney, Dept Psychology, C-71 Social Science Bldg, Colorado State Univ.

UNIVERSITY OF WISCONSIN. Central administration. 1) Assoc VP: Program Development for Minority/Disadvantaged Students. 2) Program Coordinator: Engineering/Physical Sciences, Program Review and Evaluation. 3) Program Coordinator: Arts and Humanities. Program Review and Evaluation. Donald K. Smith, VP for Acad Affairs, Univ. Wisconsin System, 1608 Van Hise Hall, Madison WI 53706.

BROOKLYN COLLEGE. Computer Center Director. Supervise staff of 50. Broad knowledge of hardware and software, 10 years experience in the field, 3 yrs experience directing a computer facility. Rank and salary open. Brendan McDermott, Personnel Officer, Brooklyn College, Bedford Ave and Ave H, Brooklyn NY 11210.

UNIVERSITY OF PENNSYLVANIA. Director, Computing Activities. Ph.D. in a computer related discipline. Experience in scientific and administrative computing, qualified to teach in a university. Tim Salos, Personnel Dept, 3451 Walnut St, Philadelphia 19174.

SUNY AT FARMINGDALE. VP for Acad Affairs, 20,000 to 26,725. Earned doctorate or equivalent, qualification for full professor, 7 years experience in administration and scholarly pursuits. George S. Roukis, asst to the president, SUNY at Farmingdale, 11735.

NEW YORK UNIVERSITY. Asst director of admissions, position open immediately. Master's required, some travel. Herbert Livesey, Dir of Admissions, NYU, 905 Tisch Hall, New York 10003.

SUNY COLLEGE AT FREDONIA. Dean for Arts and Sciences. Earned doctorate, administrative experience, teaching experience, proven record of scholarly attainment. Leo Braude, chr, Search Committee, SUNY College at Fredonia, NY 14063.

WESTCHESTER COMMUNITY COLLEGE. Asst dean of community services, master's plus 3 years teaching experience. Dean of Community Services, Westchester Comm College, 75 Grasslands Road, Valhalla, NY 10595.

COLLEGE OF MEDICINE AND DENTISTRY OF NJ. Educational researcher. PhD in area of educational research desirable. Research and evaluation of medical education programs, including tutorial program and admissions criteria. Rutgers Medical School, Gerald Coles, Box 101, Piscataway NJ 08854.

UNIVERSITY OF PITTSBURGH. Asst prof, earned doctorate or equivalent experience in behavioral science or in physical or computer science with behavioral science training. Chairman, IDIS, Rm 310, LIS Bldg, Univ of Pittsburgh, Pittsburgh PA 15213.

INDIANA UNIVERSITY OF PENNSYLVANIA. Director of sponsored research. Successful experience in fund raising procedures and procurement of grants. Isadore R. Lenglet, Chr, Selection Committee, 216 Clark Hall, Indiana University of Pennsylvania, Indiana, PA 15701.

MERCK SHARP AND DOHME. Statistician. M.S. in stat or math, 2 years training in life sciences, scientific computer programming experience preferred. Henry J. Hurst, Merck Sharp and Dohme, Research Laboratories, West Point PA 19486.

NORTH AMERICAN PHILIPS CORP. Logic design engineer, well versed with logic design techniques using DTL, TTL and cosmos IC's. BS plus 3-7 years experience. H.C. Anderson, North American Philips, 100 E. 42 St, 4th floor, NY 10017.

SHARED MEDICAL SYSTEMS. Systems programmer, at least 2 yrs of IBM OS experience. V.A. Spallone, Shared Medical Systems, 650 Park Ave, King of Prussia PA 19406.

MCGRAW HILL. Software programmers. Assembler language and experience in one of the following: IMS/2, HASP with RJE, OS SYSGEN. Ralph Denton, McGraw Hill, Hightstown NJ 08520.

AMERICAN AIRLINES. Systems programmers (software), 4-5 yrs experience in programming and analysis and 2 recent yrs in diversified systems programming projects under IBM 360/OS. Donna Dorn, Personnel Dept, American Airlines, One Dakota Dr, Lake Success NY 11040.

TRANSACTION TECHNOLOGY INC. OR Analyst with proven skills in regression analysis, linear programming, simulation/modelling techniques. MBA or MS in EE or Math (or equivalent), 3-5 yrs directly related experience in marketing, financial analysis, queuing theory. Personnel Administrator, One Broadway, Cambridge MA 02142.

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SINGER. Systems and field engineers. 2 or 4 year degrees in EE, Math, Aero Engineering or background in maintenance and/or programming on late model, general purpose computers. Domestic and foreign assignments available. Lauren A. Coleman, Singer-SPD, Binghamton NY 13902.

PITNEY BOWES. Program Managers. Strong technical business background, solid technical EDP ability. At least 8 years experience in small computer systems, terminals, data communications networks, systems analysis, business equipment or new venture analysis. Fred W. Arno, Manager of Professional Recruiting, Pitney Bowes, Walnut and Pacific Streets, Stamford CT 06904.

COMPUTER SCIENCES CORPORATION. Programmer/Analysts. Bachelor's degree in engineering or math, minimum of 2 yrs of message switching programming. James Bettis, CSC, 6565 Arlington Blvd, Falls Church VA 22046.

AMERICAN CAN COMPANY. Systems programmers. American Can Company, Information Services Dept, Box 1A5, American Lane, Greenwich, CT 06830.

DATA SYSTEMS ANALYSTS, INC. Intermediate and senior level programmers experienced in real time or communications applications. Data Systems Analysts, Cooper Parkway Bldg, Pennsauken NJ 08109.

E.R. SQUIBB AND SONS. Systems programmer, strong background in 360 assembler language and 360 or 370 OS experience and preferably a college degree. W.V. Kipp, Employee Relations Manager, E.R. Squibb and Sons, 25 Kennedy Blvd, East Brunswick NJ 08816.

GRUMMAN DATA SYSTEMS CORPORATION. Systems analysts, systems programmers, applications programmers. Henry Mayors, Grumman Data Systems Corporation, Bethpage NY 11714.

HEARST MAGAZINES. Programmers, 1-2 years BAL experience, Programmer analyst, 3 yrs BAL experience, Systems Analysts, 2 yrs systems and/or programming experience. Personnel Dept, Hearst Magazines, 224 W. 57 St., NY 10019.

UNION CARBIDE. OR engineer. PhD in OR, Bachelor Degree in Industrial, Mechanical or Chemical Engineering, 0-3 years experience. Additional training in economics or MBA an asset. A.R. Tavarozzi, Research and Development, Union Carbide, River Road, Bound Brook NJ 08805.

ULTIMACC SYSTEMS INC. Senior systems analysts. Programming background, particularly minicomputer experience. Fran Tesoriero, Personnel Manager, Ultimacc Systems, Inc., 9 Brook Ave, Maywood NJ 07607.

NEW YORK CITY. Systems analysis, work flow analysis, procedures analysis, information systems, management control systems, operation audits, office methods, computer systems. N.E. Tydings, NYC Dept of Personnel, Rm 329, 220 Church St, NY 10013.

ITT. Senior system analyst, experience in data base design and retrieval techniques plus FORTRAN, COBOL, or PL/1 programming. D.W. Archer, ITT Data Services, POBox 402, Paramus NJ 07652.

SPERRY UNIVAC. Large-scale computer sales representatives. Frank Donion, UNIVAC. Americas Division, Personnel Dept, 7 Executive Mall, 650 Swedesford Road, Wayne PA 19087.

NEODATA SERVICES. Programmers with 2-4 yrs experience on IBM 360/370 with basic assembly language environment operating under OS. Mitch Fox, Neodata Services, 1255 Portland Place, Boulder CO 80302.

MERCK AND CO. Systems engineer. BSEE with 3 yrs experience in hardware/software integration, real-time computer systems or similar applications. Travel required. Ms G.A. Milsom. Merck and Co, Rahway NJ 07065.

TYMSHARE INC. Sales representatives, software systems analyst. John Doll, Tymshare Inc., 90 Park Ave NY 10016.

XEROX. Sr. systems programmers, sr. applications programmers, systems analyst, sr. senior analysts. Rene Isidore, Dept AA-32-B4, Manufacturing Division, Information Technology Group, Xerox Corp. P.O. Box 332, Rochester, NY 14601.

EDO CORPORATION. Programmer-MLP. Scientific problem solving and real time process control application. EDO Corp. Govt. Products Div., 13-10 111th St, College Point, NY 11356.

THE JARVIS WALKER GROUP. Systems analysts, programmers. Rik Kopelan, The Jarvis Walker Group, 349 East Northfield Rd, Livingston NJ 07039.

LIPTON. Senior Management Science Analyst, bachelor's degree in OR or management science, a graduate degree, minimum of 5 yrs of experience in distribution, facility location, sales forecasting and sophisticated inventory management techniques. J.D. Tuschman, Manager, Professional Recruitment, Lipton, 800 Sylvan Ave, Englewood Cliffs NJ 07632.

IAC/LORAL CORPORATION. Programmers/analysts. IAC/Loral Corp. 825 Bronx River Ave., Bronx NY 10472.

ICI AMERICA INC. OR Analyst. MS in OR, industrial engineering or chemical engineering or MBA, plus 5-10 yrs experience. D.P. Walsh, Jr., ICI America Inc. Wilmington, Del. 19899.

INTERNATIONAL COMPUTERS LIMITED. Project and programme managers. John Perry, ICL, London SW15 1 SW, England.

FEDERAL RESERVE SYSTEM. Compensation analysts. Solid analytical background in the design, organization and implementation of area wage/salary surveys. Board of Governors of the Federal Reserve System, Washington DC 20551.

HONEYWELL. Computer systems engineers. MSEE with 5 yrs experience. R.N. Leven, Honeywell, Marine Systems Div, 5303 Shilehole Ave NW, Seattle WA 98107.

COMPUTER INTERACTIONS INC. Salesmen for minicomputers, service bureau or accounting machines. Ronald S. Harvey, Sales Manager, Computer Interactions, Inc 425 Northern Blvd, Great Neck NY 11021.

DYNAMICS RESEARCH CORPORATION. Experienced Honeywell G-400 and H-6000 programmers. Personnel Director, Dynamics Research Corp, 60 Concord St, Wilmington MA 01887.

SOFTWARE DESIGN ASSOCIATES. Programmers, IBM 360/70 BAL, ANS COBOL, at least 2 yrs experience. S. Ashkinos, Exec VP, Software Design Associates, 18 East 41st NY 10017

BURROUGHS. Logic designers, programmer for communications systems. William Srenka, Burroughs, Paoli PA 19301.

HAZELTINE. Computer systems analysts, familiar with common computer language, knowledge of computer architecture and interface with avionics systems or special automatic test equipment. MSEE desirable, plus 3-4 yrs experience. Systems engineers, 5 or more yrs of varied hardware design experience. Personnel Dept, Hazeltine Corp. Greenlawn NY 11740.

PRD ELECTRONICS INC. Senior programmer analysts. Masters in EE, Math or Physics, 6 yrs of programming and/or operational experience with minimum of 3 yrs on system software for the 1108. Gene Wicks, PRD Electronics, Inc., 6801 Jericho Turnpike, Syosset, Long Island NY 11791.

GTE SYLVANIA. Numerous positions available in Communication Systems Division-- contact John J. Kelly Jr., Employment Supervisor, 189 B St Needham MA 02194 for details--in Eastern Division--Bruce Hanke, same address. For additional positions contact R.C. Hawes, same address.

SYSTEM DEVELOPMENT CORPORATION. Numerous positions. Contact Barbara Douglass for details. SDC 2500 Colorado Ave, Santa Monica CA 90406.

STANFORD RESEARCH INSTITUTE. Numerous positions. Contact Harriet Wherry for details. SRI, 333 Ravenswood Ave, Menlo Park CA 94025.

CALIFORNIA STATE UNIVERSITY, SAN DIEGO. Asst prof, PhD in math ed with strong math background, teaching experience at the elementary or secondary level. Dr. Peter Shaw, chr, Dept of Math, Cal State Univ, San Diego CA 92115.

UNIVERSITY OF MICHIGAN, DEARBORN. Instructor or asst prof in math. Dean Eugene Arden, Academic Affairs, Univ of Michigan, Dearborn MI 48128.

EAST TEXAS STATE UNIVERSITY. Asst prof, 11,500 for 9 months. PhD required. Computer training and experience desirable. Work with student teachers. Dr. Dale R. Bedgood, Head, Dept of Math, East Texas State, Commerce TX 75428.

Margaret W. Maxfield has pointed out that many people (especially women) may perform volunteer work of a professional character, but obtain no credit for such service when applying for jobs. She has devised a draft form which can be used by such volunteers, who should remember to apply for such forms and collect them in their personnel folders, and remarks, "If the special capacities in the center of the form are well chosen and explained, they may even tend

to improve the quality of volunteer effort at times." Comments on the draft form are solicited.

RECORD OF VOLUNTEER EMPLOYMENT

Name of volunteer _____ Soc. Sec. No. ____-____-____

Title or type of job _____

Place of employment _____

(name of organization, sponsors, etc.)

Dates of employment _____ to _____ (month and year)

Estimated hours per week _____ (full time, half time, etc.)

Description of job, what it required of employee, and any special ways in which employee met or went beyond requirements. You may want to mention such items as: Consistency of performance (such as attendance record) Self-direction Initiative Organizational ability Self-improvement during employment Ability to work with others Specific skills (clerical, linguistic, medical, teaching, interviewing) Ability to take responsibility

Names and addresses of people who can serve as references (Mention telephone numbers, how well they know the volunteer's work, if applicable):

LETTER FROM NEW YORK

This column will discuss various topics of interest to women mathematicians, some specifically about happenings in New York City. One purpose is to provide information about mathematical and social life in New York City to women who are considering looking for jobs in this area. The column will be edited anonymously to avoid causing embarrassment to the writer or her institution. Contributions from any part of the country are welcomed and will be published anonymously or with a byline, according to the wishes of the author. Please address all correspondence c/o Mary Gray, Newsletter editor, American University, Department of Mathematics/Statistics, Washington DC 20016.

It is hard to deny that women students tend to be less successful in mathematics than men. While almost 35 percent of all bachelor's degrees in mathematics are earned by women, the figure drops to 6 percent for Ph.D.'s. Reasons given for this phenomenon range from the conjecture that the number of women mathematics majors is inflated because many should instead be in engineering to the assumption that women are intellectually incapable of highly abstract thought. Whatever the relative merits of these arguments, it is certainly true that women students are often badly advised on their scientific education, and it is in this area that we, as women faculty, can offer real help.

One system which seems to foster poor advising in science is that of universities in which women undergraduates are enrolled in a women's college with a separate administration and, in some cases, separate courses. I observed many examples of bad advising at my own undergraduate school, where it was not uncommon for advisers in the women's college to discourage freshmen from taking calculus. One of my fellow students who had been planning to major in mathematics was told to start with the terminal "math for poets" course instead of the calculus sequence. This was ten years ago, but such uninformed advice is not a thing of the past. Recently an economics major told me that her adviser in the women's college had informed her that our mathematics department offered neither probability nor statistics. This was certainly true, but what the adviser did not tell her, and perhaps did not know, was that the university has a separate statistics department which offers these courses.

A positive step toward alleviating this problem would be taken by women faculty members who would volunteer to advise some women students at the beginning of each semester. A natural situation in which instructors can give advice is to women students in their own classes. For example, instructors could talk to students about their courses and future plans at the beginning of the semester. At the end of the semester more informed advice could be given on the basis of the student's performance.

An important aspect of dealing with women students, in any sort of undergraduate college, is understanding the attitude they have toward themselves and their future. Women all too often have low career aspirations and little self-confidence. It would be hard to imagine a male student, number one at a top university, saying that he plans to teach in high school, as was written by a woman whose graduate school application I read. Even if high school teaching were a possibility, the male student would have been advised not to mention this on an application to a prestigious graduate school. In the very least, this advice should have been given to this woman. More important, her career plans should have been discussed. Another result of women students' low self-esteem is that women tend to take less challenging courses. A woman professor can encourage students to be less conservative in their selection of courses by giving realistic advice on what courses they can reasonably expect to keep up with.

Women faculty can do much more to encourage women students to become creative mathematicians than just to serve as role models. By giving judicious and badly needed advice, they can serve to greatly improve the effectiveness of the educational process.

New York Editor

It has already been suggested in this newsletter that you write your Congressmen on issues of importance to you. If you are interested in government funding of programs in mathematics, see the editorial by Truman Botts in the January 1973 CBMS Newsletter. In the same issue is a useful guide on submission of research proposals to the NSF, covering in particular proposals from unemployed mathematicians and an interesting survey article on sporadic groups by AWM member Al Thaler.

The latest group to sue TIAA because of its discrimination in retirement benefits on the basis of sex is the American Nurses' Association.

LETTER FROM BOSTON

Boston area members have been active on several fronts. At our February meeting Cathleen Morawetz, Chairperson of the AMS Committee on Women, reported the the survey made by her committee will result in a roster of women with Ph.D.'s. Departments with positions available should find this helpful.

Alice Schafer has written on behalf of the group to the two candidates (both male) for Governor of the M.A.A.'s Northeastern Section, asking for position statemetns on "the role of women in the operation of the Association, and the encouragement of women in mathematics in general." We organized too late to launch a large campaign on the issue, but several members are awaiting a response before voting. Alice would also like to see the Board of Directors meetins opened to the M.A.A. membership.

Alice and this reporter have asked Wellesley College for a policy of providing funds beyond the usual limits for travel to professional meetings on behalf of women's issues. Perhaps your institution would affirm its commitment to women in such a way.

Martha Jaffe at Boston State College is keeping us informed on class-action suits filed against that school. In December, 1971, women there suspected widespread discrimination against them. Their colleagues of both sexes were quite helpful in providing data on salary vs. professional background. A report circulated in March, 1972, revealed a college-wide salary discrepancy of about 2000 dollars for men and women with comparable qualifications (guess whose was lower) and some inequity in work loads and fringe benefits. Class-action suits were filed with the Massachusetts Commission against Discrimination (M.C.A.D.), the E.E.O.C., and the Department of Labor's Division of Wages and Hours. All have investigated the charges. The College has offered some women small sums in settlement, but has mostly tried to justify its actions. (It seems that the men who are hired just happen to be in fields where good candidates are harder to find this year. And why should the school pay more if some woman is willing to work for less? etc.) The College is of course dependent on a reluctant legislature for the large sums needed to correct the situation. Martha reports that the Department of Labor is negotiating with the school now and that the M.C.A.D. will be ready shortly. Evidently the complainants are not involved when an agreement is being negotiated. We hope to have encouraging words soon.

Ann Stehney, Wellesley College

Neariy everyone who has responded has been against changing the name of AWM to the Emmy Noether Society. However, Jane Cronin writes: I like the idea of changing the name of AWM to honor a woman mathematician. I think, however, that some woman mathematician besides Emmy Noether should be chosen for the following reasons: a) Emmy Noether has already been honored by the Bryn Mawr fellowships and SUNY (Buffalo) instructorships named for her. To use her name again might imply that she was the first woman professional mathematician who every lived (and only--ed.). Sonya Kovalevsky is an earlier mathematician of considerable accomplishment who probably had to struggle against considerably more social pressure than Emmy Noether did. b) It might be better to choose a woman whose name is not associated with a particular discipline as Noether's is with algebra. (For this reason, I would not suggest Kovalevsky.) How about a much earlier woman like Hypatia (3rd century) or the Italian mathematician (around 1500, I think) for whom the curve, the witch of Agnesi, was named?

By the way, Springer Verlag's Mathematical Intelligencer reports that in response to many requests the firm will soon publish a Noether poster to go with their Hilbert and Gauss and forthcoming Schur. AWM has its own posters available, patterned on the Sierra Club's "Save Water, Shower with a Friend." 1) Einstein and a friend, captioned "Save Water, Shower with a Scientist." 2) Hilbert and friend, captioned "Save Water. Shower with a Mathematician." 3) "If you save x gallons showering with 1 mathematician how many do you save showering with 5?" All the pictured mathematicians in it are women. N+1 dollars for any combination of N posters, Mary Gray, American University.

CREDIT CASES

A New York couple has been granted a home mortgage by one of the banks which turned them down on the grounds that the wife's income could not be counted because she was of childbearing age; this occurred after assistance by the NYCLU in filing sex discrimination charges with the NY State Division of Human Rights. A Virginia couple have filed a similar complaint with Federal officials. Rep. Margaret Heckler (R-MA) and Sen. Harrison A. Williams, Jr. (D-NJ) have introduced bills to end credit discrimination. (HR 5414 and S 867).

AFFIRMATIVE ACTION

One of the best talks on the subject is that given by Lilli Hornig at a conference sponsored by the NY State Education Dept last November (try getting copies from them); especially noteworthy is her section on hiring by potential. ONR has held up a 1.9 million contract with Columbia after protests over hiring of two administrators not according to the procedures of the University's affirmative action plan.

CONFERENCES

Differential geometry--Stanford--July 30- August 17. Topology--UC Santa Barbara --July 23-27.

SURVEY

Committee W of the Univ of Maryland AAUP recently published the results of a survey of women faculty showing widespread feelings of discrimination, particularly in the areas of pay and promotions. While this is hardly surprising, bringing it to light serves a useful purpose, especially since some university administrations are claiming that inequities have disappeared as a result of affirmative action plans. Actually, there is some evidence that it is the women who are disappearing. There do not seem to be any definitive studies on the subject, but there is some evidence that women are being fired at a faster rate than they are being hired this year. The National Center for Educational Statistics, U.S. Office of Education has available a preliminary report for the current year on numbers of men and women on university and college faculties and their average pay; it also shows that the percentage of women faculty at 4-year institutions increased slightly overall in the last 10 years, with the largest gain at the instructor level. The Office of Education also has the Executive Status Report, which tallies the number of women in the upper GS levels of the Federal government. Similar information is available in a report entitled Women in Government by the President's Advisory Council on Management Improvement.

WOMEN'S ACTION PROGRAM

Many of the programs of WAP are in jeopardy. Florence Hicks recently resigned as Director and withdrew a complaint of sex discrimination against herself and her agency which she had filed earlier. Women are urged to write Sec. Caspar Weinberger of HEW to tell him of their concern for the WAP.

SUGGESTED READING

Chapter 4 of the annual report of the President's Council of Economic Advisers. Preface of The Metaphorical Brain by Michael Arbib, Wiley 1972.

MEMBERSHIP APPLICATION

ASSOCIATION FOR WOMEN IN MATHEMATICS

Name _____

New _____

Address _____

Renewal _____

Institutional affiliation, if any _____

Send with 2.00 annual dues to Mary Gray, Dept of Math, American Univ, Washington, D.C. 20016

Position _____