

FILE

ASSOCIATION FOR WOMEN IN MATHEMATICS
NEWSLETTER

June 1973

vol. 3, number 4

Report from the Editor

The hiring season seems to be very late this year. I know of many women and men still without jobs. On the other hand, position listings are still trickling in; some are pretty grim. For example, a letter dated 1 June comes to department chairmen from Merrill A. Espigh and Ray A. Gaskins, the math dept search committee at Hampden-Sydney College, Hampden-Sydney Va 23943: "The Mathematics Department at Hampden-Sydney College is currently search for a senior man at either the associate or full professor level. He will fill a vacancy . . . We are looking for a Ph.D. in analysis, 35 to 50 years of age, with at least 10 years teaching and some research experience. . . ."

Apparently these guys are undeterred by the laws against discrimination on the basis of sex and age. It is not only Hampden-Sydney, however; WEAL has recently filed suit against seven schools, including Illinois at Urbana and SUNY College at Buffalo because they specified that they wanted men in ads for faculty positions (not in math).

The more subtle things continue as well; couples apply and chairmen assume that only the man is qualified for a faculty position; questions continue to be asked of women applicants regarding childcare or child-bearing plans. The AMS Committee on Women has come up with some resolutions which the Council has passed (see below); perhaps if they get some publicity some of the more gross practices will cease. The committee is also looking at the AMS's own employment practices. We are now getting around to trying to get sympathetic women elected to MAA positions also.

Remember that Alice Schafer is the new AWM chairperson. She is working on AWM incorporation. If you haven't yet sent your extra dollar to cover the additional expense, please do so. Alice's address is Wellesley College, Wellesley, Mass. Judie Elkins (Ohio State) is still handling the AWM employment service since the AMS has been unable to get its roster of women organized. By the way, if you have a Ph.D. and have not yet filled out a form for this roster, write to the AMS and ask for one.

The Ohio AWM meeting seems to have been a big success. Members in other parts of the country might want to schedule regional meetings to coincide with fall MAA sectional or AMS regional meetings. We still need help with the newsletter, either periodic contributions or volunteers to assume the editorship.

Elizabeth Papousek of Fisk is organizing a panel for AWM at the Missoula meeting. Let her know if you have suggestions. If I don't see you in Missoula, goodbye until fall and have a good summer.

Mary Gray

Report on the AMS meeting in New York

The list of the next 22 hour speakers for AMS meetings includes no women. However, Barbara Osofsky has been named algebra editor for the Proceedings. The Council passed a resolution in support of the establishment of Ph.D. programs at traditionally black institutions. The wording of the resolution was objected to by Jim Donaldson of Howard, but the Council paid little attention to his objections. At the risk of oversimplification, I can summarize the problem as one of a patronizing tone. One of the points of concern was the use of "quality" -- something which always seems to be attached to programs or applicants as a requirement only when minorities or women are involved. For example, letters ask for qualified women, not qualified mathematicians, algebraists, or whatever. White males are always alarmed that bringing in blacks or women is going to dilute the "quality," which of course only they are "qualified" to judge. However, the point was not understood by most of the

Council.

The remaining resolutions of the Committee on Women were passed after some amendment. They read:

2. To make available the machinery of the Committee on Academic Freedom, Tenure, and Employment Security of the Society for individual cases of discrimination on the basis of sex in hiring or in awarding fellowships or assistantships at graduate or postdoctoral level. The committee is at present charged to chandle employed personnel only.

4. To encourage the study of mathematics by women by presenting a more positive image of mathematics and the role of women in it. Primarily this should occur in classroom teaching and advising, both in course selection and career counselling. In addition, care should be taken with the choice of language in textbooks and other publications. Finally, women should be involved as participants in publicity activities.

5. To encourage change of current practices and policies in ways which will equalize the employment opportunities of women in mathematics. Such changes include the abolition of questions regarding marital or parental status on employment applications and the abolition of nepotism rules. We include changes in more subtle and pervasive practices, such as the use of disparaging sex-oriented remarks in employment interviews.

The only matter which was discussed at any length was whether to exclude an item about encouraging women to use their maiden names professionally (it was excluded). One can understand opposition to any requirement that maiden names be used, but the vociferous opposition to any suggestion that such a use might be a good idea--to avoid publications in several names, to prevent rejection when applying for jobs simply because identification as the wife of a mathematician is possible, to eliminate difficulties resulting from the dissolution of marriage, etc.--is difficult to explain. Is it possible that men view the use of maiden names as a threat of some sort?

If you have complaints of discrimination on the basis of sex in any matters covered by resolution 2 or matters of employment and you want AMS help, contact Paul Moster, Univ. of Kansas, chairperson of the Committee on Academic Freedom, Tenure and Employment Security. If you have suggestions for the committee on women, contact one of the following: Cathleen Morawetz, NYU, Gail Young, Rochester, Jane Cronin-Scanlon, Rutgers, Charles Morrey, UC Berkeley, Mary Gray, American.

At the Dallas meeting in January, three resolutions were placed on the agenda of the business meeting of January 1974. They are:

1. In cases of alleged discrimination against mathematicians in matters of hiring, promotion, or tenure, for reasons of racial, sex, or political bias, the AMS shall pay legal expenses for the complainant in those cases where the complainant, in the opinion of the Council, has made out a prima facie case of such discrimination.

2. The AMS declares itself in favor of the massive transfer of funds from the federal military budget to the support of education, including higher education, and calls upon the Council and staff to engage the Society in lobbying and publicity efforts directed to this end.

3. The AMS views with alarm the present practice of increasing class sizes and teaching loads, and other measures designed to save money by decreasing faculties at the expense of educational quality. The Council and staff of the Society are called upon to seek avenues for inducing colleges and universities to reverse this unhealthy trend.

There was an attempt to amend the Bylaws of the AMS to require that any resolutions passed at business meetings be subject to referendum by the membership upon the request of the Council or 200 members of the Society; the attempt was defeated. However, the possibility of these resolutions being passed has engendered considerable consternation. Each vice-president has been asked to prepare a position paper on one of the resolutions. These are supposed to contain as much factual data as possible. If you have any--in particular with regard to discrimination, experience with legal remedies, etc.--contact the relevant vice-president. 1--Ed Moise, Queens CUNY;

2--R.C. Buck, Wisconsin; 3--R.D. Anderson, LSU. The proposer of the resolutions, Diane Laison, Temple, is also being given an opportunity to publicize her position and would also appreciate any information you might want to provide.

A joint committee with MAA on the training of graduate students to teach is to be established. The possibility that unemployed mathematicians and students be offered reduced dues for the AMS (without Bulletin subscription perhaps) was referred to the Executive Committee and the Board of Trustees. There was discussion about reviewing/abstracting journals and possible government support for such which resulted in support for a Conference Board of the Mathematical Sciences proposal for a joint working committee. A resolution regarding blind refereeing for Society journals was placed on the agenda of the August Council meeting. Action on several other proposals on the employment crisis, lobbying, and democratization of the Society was deferred. Your attention is directed to the June Notices article by Saunders MacLane on a possible program for the AMS.

Mary Gray

A BIOLOGICAL SIDELIGHT

Traditionalists like to argue that the division of labor among the sexes is biologically ordained--that biology dictates that the mother is responsible for child care. If one points out that in birds, for instance, it is very common for male and female to share equally in child care, they retreat to the position that it is nursing that makes the difference; thus they assert that in mammals the female is biologically ordained for child care.

Let us consider a counterexample--actually, three families of counterexamples: Goeldi's Monkeys, Marmosets, and Tamarins. (These are families of South American monkeys.) Quoting Wendt (p. 367 in Grzimek's Animal Encyclopedia, Vol. 10, Mammals): "Shortly after birth the father takes over the care and carrying of the young. Other group members, as well as the young from a previous litter, also participate as babysitters."

In the maned Tamarin, for example, the father takes charge four to ten days after birth; at nursing time the mother stretches out her arm and the father gives her the infant; it is the father who introduces the infant to solid food--Ditmars observed the father mashing pieces of banana in his hand and feeding it to the infant. In Goeldi's monkeys the father takes charge of the young during the third week of life, with the mother carrying the infant only when nursing it; after the infant is weaned the father takes care of it by himself for another few weeks. The fathering instinct is so strong in these monkeys that when two male black-tailed marmosets were kept with a family of common marmosets (a different species) there were fights between the black-tailed marmosets and the male common marmosets over who was to care for the young.

It is interesting to speculate on the reasons why this delightful family structure is so little known. One reason is clear from a naturalist's account, quoted by Wendt, of an encounter with a marmoset family; the naturalist consistently referred to the marmoset carrying the infant as the mother--it's easier to believe that the mother has male genitalia than that the father would carry the infant.

Mary B. Williams

A word of warning about the job listings which follow: this time of year positions appear and disappear very rapidly. The listings represent the latest knowledge as of June 6th. If you have any interest in a job, apply at once. If you learn of any openings during the summer, please notify Judie Elkins, Ohio State, and me. Also, if you are or have been a job-seeker, please let us know whether you are still looking. And a last word--don't hesitate to apply for some of the nonstandard positions for which you may lack some of the formal qualifications. Good luck.

Mary Gray

JOB

NORTHEASTERN. Ph.D. in mathematics (or expect to obtain within a year) to teach existing courses in Assembly Language and Compilers and to develop new courses in programming and computers and applications of computers in math. 10,500-12,000. David I. Epstein, Chr, Math Dept, 503UR, Northeastern Univ, Boston MA 02115.

GROSSMONT COLLEGE. Master's in math to teach arithmetic, algebra, geometry, trig, analytic geometry, calculus. Knowledge of stat, applications of math to business, social sciences and technical areas and/or computer programming desirable. Prior teaching experience, especially at the community college level, is desirable. 9,619-17,191. Trudy Hill, VP for Instructional Services Grossmont College, 8800 Grossmont College Dr, El Cajon CA 92020.

GLASSBORO STATE COLLEGE. Ph.D. in stat with 2 years teaching experience for stat at undergraduate level. 10,994. John Sooy, Dept Head, Dept of Math, Glassboro State, Glassboro NJ 08028. Also Ph.D. in computer science with strong math background and 5 years teaching experience for asst prof 10,994 or assoc prof 13,363. Don Stone, address as above.

CENTRAL MISSOURI STATE UNIV. Ph.D. of ABD in math ed. 10,250-12,100. VP for Academic Affairs, Central Missouri State Univ, Warrensburg MO 64093.

MATHEMATICAL APPLICATIONS GROUP. 1. Ph.D in math, knowledge of FORTRAN, 16,000+. 2. B.S. in math, extensive experience in FORTRAN required. 11,000+. Marcella Lieberman, Personnel, Math Applications Group, Inc. 3 Westchester Plaza, Elmsford NY 10523.

STANFORD RESEARCH INSTITUTE. 333 Ravenswood Ave., Menlo Park CA 94025.

1. Senior programmer, urban and social systems division. BS in hard science. Experience in timesharing, management of computing activity. 2. Programmer, mathematical stat dept, urban and social systems division. BA in math, stat, or computer science. Two years experience in FORTRAN, ALGOL, COBOL, data processing and/or statistical computations. Contact Loye Cherry. 3. Research engineer or operations analyst, transportation engineering and control group, information science and engineering division. Requires advanced engineering or OR degree and 5-10 years experience related to air transportation or air traffic control. Contact Jim McDonald.

SUNY OSWEGO. Two positions for 1973-74 only, 10,000, for one position priority given to areas relating to the social and behavioral sciences, e.g., OR, game theory, graph theory, math modeling, Markov processes. Richard D. Mayer, Chr, Dept of Math, SUNY College at Oswego.

SUNY BUFFALO. The Department of Mathematics, SUNY at Buffalo, has available one or more one-year visiting positions (rank unspecified) or three-year assistant professorships. We seek Ph.D. mathematicians with high qualifications in research and teaching. We are an Equal Opportunity Employer. Applicants should write to Chr., Dept of Math, SUNY at Buffalo, 4246 Ridge Lea Rd, Amherst NY and enclose a vita which lists at least three references.

NORTHEASTERN ILLINOIS UNIVERSITY. Ph.D. in DE. Louis M. Weiner, Chr, Dept of Math, Northeastern Illinois Univ, Bryn Mawr at St. Louis Ave, Chicago IL 60625.

MONTCLAIR STATE COLLEGE. President. James W. Cottingham, Search Comm., Montclair State College, Upper Montclair NJ 07043.

UNIVERSITY OF CONNECTICUT. Associate Dean of the Graduate School. Responsibilities: admissions, foreign students, minority groups. Dean Thomas F. Malone, The Graduate School, Univ of Connecticut, Storrs CT 06268.

MICHIGAN TECHNOLOGICAL UNIVERSITY. Asst prof, Ph.D. in computer science. Zane C. Motteler, Head, Math Dept, Michigan Technological Univ, Houghton MI 49931.

UNIVERSITY OF COLORADO. Dean of graduate school. Keith R. Porter, Chr of Search Committee, c/o Ms Jan Nuechterlein, Univ of Colorado, Office of Provost and VP for Research, Boulder CO 80302.

UNIV OF PITTSBURGH. Asst or assoc director of the International Studies Assn. Ph.D. and international research and administrative experience. Carl Beck, Director, Univ. Center for Int. Studies, G-7 Mervis Hall, Pittsburgh PA 15213.

UNIVERSITY OF MONTANA. Equal Employment Opportunity Officer, master's degree preferred. George L. Mitchell, Administrative VP, Univ of Montana, Missoula, Montana 59801.

BOWLING GREEN STATE UNIV. Several positions in computer science, Ph.D. required. Preference for automata theory, artificial intelligence, computer graphics, information retrieval. David L. Fulton, Chr, Dept of Comp Sci, Bowling Green State Univ, Bowling Green OH 43402.

SUNY BINGHAMTON. Technical specialist, operational knowledge of APL and TSO operating systems and computer graphics devices. John Colligan, Assoc. Dean, School of Advanced Technology, SUNY Binghamton NY 13901.

RAMAPO COLLEGE. Position in math, rank open. Fred Wilkes, Special Asst to President for Affirmative Action, Ramapo College of NJ, Ramapo Valley Rd, P.O. Box 542, Mahwah NJ 07430.

CALIFORNIA POLYTECHNIC STATE UNIVERSITY. Lecturer, Ph.D. required 10,020-12,192. Intermediate instructor, Ph.D. required 10,020-12,792. Chr, Dept of Math, Cal Poly, San Luis Obispo CA 93401.

UNIVERSITY OF IOWA. Two positions in computer science, one in programming languages and systems programming, second a joint appointment with Univ Computer Center working with systems programming staff and developing academic programs in computer science dept. Ph.D. or ABD. Donald Epley, acting chr, Dept of Comp Sci, Univ of Iowa, Iowa City Iowa 52242.

IOWA STATE UNIVERSITY. Asst prof, PhD with interest in or knowledge of applications "who is first and foremost a mathematician." Wilfred E. Barnes, Head, Dept of Math, Iowa State Univ, Ames Iowa 50010.

CLARION STATE COLLEGE. Fall semester only, instructor or asst prof (4200-6200 for one semester) to teach on Venango campus, basic courses. S. I. Gendler, Chr, Dept of Math, Clarion PA 16214.

GTE SYLVANIA. Senior engineering specialist. BS in EE, Physics or Math required, master's desired with a minimum of 10 years of experience in circuit and system design and analysis. 1680-2520 per month. Communication program planner. B.S. and at least 5 years experience in communications. 1495-2490 per month. Bruce Hanke, Employment Supervisor, GTE Sylvania, Inc. 189 B St., Needham MA 02194.

EAST TEXAS STATE UNIVERSITY. Instructor in computer science. 1973-74 only. Undergraduate courses involving commercial applications and COBOL. 9,000-10,400. Alton R. Goddard, Head, Dept of Comp Sci, East Texas State Univ, Commerce TX 75428 (214)468-2952.

SYRACUSE UNIVERSITY. Ed.D. or Ph.D. faculty member to teach undergraduate or graduate courses in math ed dealing with improvement of instruction, preparation of elementary teachers and associated research. Jack E. Graver, Dept of Math, Syracuse Univ, Syracuse NY 13210.

UNIVERSITY OF DELAWARE. Instructor or asst professor, one-year appointment with possibility of retention. Teaching and research are required, with two-course teaching load per semester. 9500-11600 with fringe benefits. Ph.D. in numerical analysis desired. Willard E. Baxter, Chr, Dept of Math, Univ of Delaware, Newark Delaware 19711.

UNIVERSITY OF OKLAHOMA. Dean of College of Arts and Sciences. Betty L. Pollak, Chairperson, Search Committee, Dept of Physics and Astronomy, Univ of Oklahoma, Norman Okla. 73069.

TRENTON STATE COLLEGE. Three positions: algebra, applied math, computer science. Rank and salary open. Dept Chr, Dept of Math, Trenton State College, Pennington Rd, Trenton NJ 08625.

NASSON COLLEGE. Dean of Students. Dean G. I. Abercrombie, Asst to the President, Nasson College, Springvale, ME 04083.

EVERGREEN STATE COLLEGE. Director of Development. Dean E. Clabaugh, Administrative VP, Evergreen State College, Olympia, WA 98505.

ASSOCIATION OF AMERICAN COLLEGES. Staff associate for Commission on Religion in Higher Ed, Commission on Liberal Learning; quarterly publication Liberal Learning. 10,000-15,000. S.H. Magill, AAC, 1818 R St NW, Washington DC 20009.

LOS ANGELES COMMUNITY COLLEGE DISTRICT. Director, educational research and analysis; director, instructional development. Master's and four years experience. 22,231-27,794. William W. Spaeter, Vice Chancellor, Personnel Services Division, LA Comm. College District, 2140 West Olympic Blvd., Los Angeles CA 90006.

OREGON GRADUATE CENTER. Administrative officer for graduate program in physical sciences. M.S. or Ph.D. in physical science or related field. Skill in technical and non-technical writing essential. To assist the Administrative and Academic Dean with publications, PR, personnel matters, liaison with regional corporate, govt and academic research programs. Roger Eiss, Admin. and Acad. Dean, Oregon Grad. Center, Beaverton OR 97005

NORTHEASTERN ILLINOIS UNIVERSITY. Coordinator of University Without Walls. Mr. Irwin Glicken, Chr, Search and Screen Committee c/o Records Office, Northeastern Illinois Univ, Bryn Mawr at St. Louis, Chicago IL 60625.

QUEENS COLLEGE. Ombudsman for students, staff and faculty. Samona Sheppard, c/o Academic Senate Office, Academic II, Room 1207, Queens College, 65-30 Kissena Blvd, Flushing NY 11367.

PENN STATE, YORK CAMPUS. Asst prof of mathematics to teach elementary math and stat courses. Frank Kocher, Dept of Math, Penn State, University Park PA.

MIAMI UNIVERSITY. New or recent Ph.D. in statistics with interest in an allied field such as the biological sciences, computing or systems analysis, OR. Undergraduate math and stat, graduate probability and stat, 9 hours per quarter, research required. Lyman C. Peck, Chr, Dept of Math, Miami Univ, Oxford OH 45056.

STANFORD UNIVERSITY. Dean of the School of Humanities and Sciences. William F. Miller, Chr of the Search Committee for the Dean c/o Office of the VP and Provost, Stanford CA 94305.

TRINITY UNIVERSITY. Dean of the Graduate School starting June 1974. Graduate Dean Search Committee, Office of the VP for Academic Affairs, Trinity University, San Antonio TX 78284.

WILLIAM PATTERSON COLLEGE OF NJ. Dean of Graduate and Research Programs. 20,731-26,953. Donald Vardiman, Chr, Search and Screening Committee, William Patterson College of NJ, 300 Pompton Rd, Wayne NJ 07470.

CHRISTOPHER NEWPORT COLLEGE. Academic Dean. College associated with College of William and Mary. Search Committee, Christopher Newport College, P.O. Box 6070, Newport News VA 23606.

GRAND VALLEY STATE COLLEGES. Academic Dean of College of Arts and Sciences. Dean Search Committee, Grand Valley State Colleges, Allendale MI 49401
Warning: Several women have reported unhappy experiences in applying for jobs at Grand Valley.

UNIVERSITY OF TEXAS. Dean of College of Natural Sciences. H.E. Sutton, Chr, Search Committee, Patterson Laboratories Bldg 140, Univ of Texas, Austin TX 78712.

UNIVERSITY OF KENTUCKY. VP for University Relations. The President's Office, Univ of Kentucky, Lexington Kentucky 40506.

ONONDAGA COMMUNITY COLLEGE. President. Doctorate desirable but not required. 25,000+. Onondaga Community College, Syracuse NY 13215.

UNIVERSITY OF WISCONSIN, OSHKOSH. Chancellor. Starting January 1974. Stanley S. Linton, Chr., Search and Screening Committee for UW-O Chancellor, Box AC-138, University of Wisconsin-Oshkosh, Oshkosh WI 54901.

CLEVELAND STATE UNIVERSITY. VP for Academic Affairs. Major B. Jenks, Chr. Search Committee, Cleveland State Univ, Cleveland OH 44115.

ELMIRA COLLEGE. Provost. Classroom and administration experience necessary. 20,000-25,000. The Chancellor, Elmira College, Elmira NY 14901.

BRYANT COLLEGE. VP for Academic Affairs. John Hannon, Chr. Vice Presidential Search Committee, Box 2280, Bryant College, Smithfield RI 02917.

UNION COLLEGE. VP for Academic Affairs. Two-year college. Chr., Search Committee, Union College, Cranford NJ 07016.

GLASSBORO STATE COLLEGE. VP for Academic Affairs. 21,768-29,384. Maxine Colm, Asst to the President, Glassboro State College, Glassboro NJ 08028.
UNIVERSITY OF PENNSYLVANIA. Women's Center Coordinator. Dean of Students, University of Pennsylvania, 3533 Locust Walk, Philadelphia PA 19174.
VIRGINIA COMMONWEALTH UNIVERSITY. Doctorate in the teaching of mathematics, public school teaching experience. Chr, Dept of Elementary Education, Virginia Commonwealth University, 920 Park Ave., Richmond VA23220.

The following is a response to an article which appeared last year in the American Mathematical Monthly.

WOMEN IN MATHEMATICS II

by Marion D. Cohen, Newark College of Engineering, Newark, NJ.

Inspired by the article by Mary Gray on Women in Mathematics (Math. Monthly, Vol. 79, No. 5, May, 1972), I would like to add the following two reasons why there are so few successful ones:

1) It has, of course, been pointed out that wives often give up their jobs because their husbands work too far away, and it is the wives who, as a rule, give way to the husbands. It has not been mentioned, however, that this is often not the result of male chauvenism, but of life itself. The husband's job usually is more important, because he is further ahead in it (because he is older, if nothing else!). It thus seems (and is) silly for the family to give up the husband's job for the less secure, lower paying, and probably less desirable all around, wife's job.

2) Everyone knows, and it has even been stated by hiring committees, that one's advancement in an academic career depends largely on how well one "fits into the life of the department." Depending on which department of which university, this can mean anything from friendly greetings in the hallway to attendance at a vast number of social functions to conformity to certain lifestyles. Whatever, this "fitting in" is always harder for a female to do.

It simply isn't as natural for a female faculty member to knock on other office doors and say "Hi! I'd like to meet you," or "What about lunch today?" It is, of course, possible, and perfectly proper, but real and imagined male attitudes make a difference. It is hard for her to act "buddy-buddy"; the very expression "buddy-buddy" helps demonstrate this. For the same reason, it is nearly impossible for her to associate naturally with the influential members of the department and, as we all know, this is another way to get ahead. If there are other women in the department, she tends to become friendly with these. Since women are usually not the influential ones, this keeps her even more in the background.

I have noticed that, in many situations, most women faculty members have husbands who are working in the same department (and whose ranks are usually higher).

These are the cold facts; what to do about them is another question.

Federation of Professional Women's Organizations Report by Florence Greville

On April 7th at the AAUW in Washington DC there was held the first Congress of the Federation of Organizations for Women. In attendance were women from the military, government, industry and education, among others. It was explained that the Federation is designed to be an umbrella organization of working women and a point of contact of what is going on in the various fields.

Goals mentioned were to provide:

- 1) for less duplication
- 2) information
- 3) action sheets on legislation
- 4) for research activities
- 5) for registries-"buddy-network," to find qualified women
- 6) to have a career group

After the introduction we divided into two groups. One group discussed Counselling and Intractable Problems and the other, Career Opportunities. While eating bag lunches and sipping coffee, we view a movie "The Silenced Majority," and then returned to the original meeting place; there summaries were made by representatives of each group. Abstracts of the meeting will be sent out in the near future.

Note: At the moment AWM has been informally in contact with the Federation, but has not become a member. It seems that the organization is a good source of information exchange, but the question is whether we want to commit our limited resources to full membership. MWG

PUBLICATIONS OF INTEREST

Illinois Commission on the Status of Women, Preliminary Report of the Education Committee. 1.50. Elizabeth A. Kaspar, Continuing Education, Western Illinois Univ. Macomb IL 61455

Study of Employment of Women in the Federal Government. U.S. Civil Service Commission, Bureau of Manpower Information Systems.

Affirmative Action Programs-Their Impact on Women Today (studies the number of women and men faculty as predictors of the subsequent career success of women students) M. Elizabeth Tidball, Dept of Physiology, George Washington Univ Medical Center, Washington DC

Womanpower. A Monthly Report on Fair Employment Practices for Women. Subscription 30.00 per year. Betsy Hogan Associates, 222 Rawson Rd, Brookline, MA02146.

Publications of the Project on the Status and Education of Women, 1818 R St., NW, Washington DC 20009 include Some Useful Bibliographies on Women in Education, Implementing Regulations and Guidelines for Laws and Regulations Concerning Sex Discrimination in Educational Institutions, and Employment Policies Regarding Pregnancy, Maternity and Childbirth.

Media Report on Women (status of women in communications and sexism in the media) Donna Allen, 3306 Ross Place NW, Washington DC 20008

Prime Time--independent feminist monthly for older women who advocate women's liberation. 5 per year, 3.50 if unemployed or on Social Security. Prime Time, Box 11A, 645 Water St., New York NY 10002.

Feminist Press, Box 334, Old Westbury NY 11568: Life in the Iron Mills by Rebecca Harding Davis; Constance de Markievicz by Jacqueline Van Voris; Nothing But a Dog by Bobbi Katz; Firegirl by Gibson Rich. First and last 1.95 each, other two 1.50 each.

"Sexism, Racism and the Education of Women" in May Today's Education by Florence Howe. 80 cents from NEA, 1201 16th St, NW, Washington DC 20036.

Women in 1972 for 1.25 from Supt of Documents, U.S. Government Printing Office, Washington DC 20402.

Women in Higher Education edited by W. Todd Furniss and Patricia Graham. 9 dollars from Publications Division, American Council on Education, 1 Dupont Circle, Washington DC 20036.

"Earnings by Occupation and Education" 1970 census report (PC-2-8B from Supt. of Documents, see above, for 4.50)

Our Bodies, Ourselves --what your doctor won't tell you, by a group of Boston feminists, published by Simon and Schuster and widely available at bookshops.

The Status of Women at the City University of New York: A Report to the Chancellor 2.50 from the Office of the Special Assistant to the Chancellor, Room 717, Board of Higher Education Bldg, 535 East 80 St., New York NY 10021.

Lunneborg and Lillie studied letters of recommendation for admission to graduate school and found 30 percent of those for women containing sexist comment (1 percent for men). Study concludes that sexist reception women experience in graduate school accounts for their greater attrition. See American Psychologist, February 1973.

LETTER FROM NEW YORK

Consider New York City

To most people the word "New York City" evokes a picture of crime, dirt and crowds, all of which exist in abundance here. Nevertheless the city offers a liberating and exciting experience to women in general and to women mathematicians in particular. It is the purpose of this column to urge you to consider working here at some point in your life.

Probably the most obvious advantage of this city is the wide range of services and products which are offered here. Having good, inexpensive restaurants within a ten minute walk makes cooking a hobby instead of a daily drudge. Another advantage is that one can amnage most things easily without a car. This saves hours of arguing with repairmen, looking for parking spaces and other nuisances associated with the great car society. Here subways run efficiently to most parts of Manhattan and the other boroughs, and taxis are usually easy to get at any time. Furthermore, no one expects you to use a car, so most businesses will deliver. (Think of this next time you are lugging your laundry into the car.) Moreover, many apartment buildings have doormen, so that it is unnecessary to be at home for delivery.

There is almost no product which cannot be bought here. Peculiar sizes of clothes which require hours of search to find in stores in smaller cities are usually easily available here. Gift shopping is trivial. Parties can be catered so that the hostess has no work to do. Furthermore, almost anything can be bought wholesale, even by someone who doesn't have an uncle in the business.

The best thing about New York is not the convenience but the people. This is a city where women work at real jobs. This is so because varied opportunities exist here, because the convenience of daily living means less time need be spent with domestic chores, and because the sheer expense of living here makes it difficult for families to get along on one income. Whatever the reason, the result is that you meeting interesting women who are doing interesting things.

Mathematics is one of the interesting things that women do in New York City, and there are many women mathematicians here. For example, New York University, The City University, and Columbia University all have tenured women on their mathematics faculty (as of '73-'74). In fact, it is hard to find a university or college here with no women in the mathematics department. Since I have been here I have never found myself at a mathematical lecture where there were no other women present. Compare this to the Boston, Chicago or San Francisco areas.

Next time you find yourself the only woman at a seminar, consider coming to dirty New York City.

Ellen Hetland Fenwick writes that Individual Resources, 60 E. 12th St., New York, NY 10003 keeps a bank of data sheets on women and also a bank of organizations wishing to hire women. Women can receive data sheets by writing to the address above.

Three of the top winners in this year 's Westinghouse Science Talent Search had projects in mathematics. All were male. Why? Can anything be done to encourage capable high school girls to compete in mathematics in the Search?

Recommended: Articles on the teaching of modern mathematics in the November-December 1971 and January-February 1973 issues of American Scientist by Rene Thom and Jean Dieudonne, respectively.

The Equal Rights Amendment has been ratified by only 30 of the required 38 states. The opposition is becoming increasingly organized and includes both the John Birch Society and the Communist Party. Check on the status of the ERA in your state and see what you can do to help it along.

Linn Sennott of George Mason University points out the sexist bias in Finite Mathematics with Applications by A.W. Goodman and J.S. Ratti (The Macmillan Company). She cites such statements as "Intellectual girls are ugly," the relating of voting patterns of young men to those of their fathers and the hair colors of women to those of their mothers, the use of the masculine for concrete workers, mathematicians, executives, senators, judges, store managers, investors, supervisors and student leaders; the feminine for typists and "person" for those who eat.

TENURE

The long-awaited report of the Commission on Academic Tenure in Higher Education (known as the Keast Commission) has endorsed the concept of tenure, but has recommended the establishment of tenure quotas as a fixed percentage of total faculty. While this device has much to recommend it as a means of guaranteeing that the faculty never becomes static and that there are always positions for "new blood," nonetheless the notion that tenure is to be decided on a basis other than merit is hard to swallow. At its annual meeting the AAUP came out in opposition to tenure quotas. The fact is, however, that some changes need to be introduced to maintain vitality. The Keast Commission report did have some good things to say about protecting women and minorities from the old rule "last hired, first fired" in the current and projected budget crunches.

AFFIRMATIVE ACTION

The whole concept is in danger. In particular, goals and timetables may be dropped from the HEW guidelines for universities. It is suggested that you write to Leonard Garment, Special Counsel to the President, The White House Washington DC 20500, with copies to appropriate Congresspersons expressing your support for the continued enforcement of goals and timetables. The AAUP passed a good resolution on the subject of affirmative action and the report of their committee on discrimination, which will be in the Summer 1973 Bulletin, is excellent.

FOUNDATIONS

Write to your Congressperson for a copy of the testimony of Franziska Hosken before the House Ways and Means Committee concerning the tax status of foundations. As a result of this and other pressures foundations may become more receptive to funding women's projects or projects having to do with women as well as to hiring more women staff. There is a real need for counselling material in science and math for young women and for studies to determine the cause of the large attrition rates and to cut them down. Some suggestions: Ford Foundation, 320 E. 43rd St, New York 10017, Mr. Arthur Trottenberg, VP for Administration; Rockefeller Foundation, 111 W. 50th St., New York 10020, Dr. John Knowles, President or Mr. Henry Romney, Information Service; Carnegie Corporation, 437 Madison Ave, New York 10022, Ms Florence Anderson, Secretary or Mr. Alan Pifer; Russell Sage Foundation, 230 Park Ave., New York; Robert Wood Johnson Foundation, The Forrestal Center, P.O.Box 2318, Princeton, NJ 08540, Mr. Stuart Carothers, Secretary; Danforth Foundation, 835 S. 8th St., St. Louis MO 63102 or try the foundations directory which your library should have.

WEAL is conducting a study of the responsiveness of some of the major New York foundations to groups working in ground-breaking areas (such as the women's movement) without the track records of established institutions.

EVERYBODY READS THE BULLETIN

A Dr. Henry Klein, the president of the American College Admissions Center, has a column in the Philadelphia Bulletin in which he answers questions regarding universities and colleges. Recently a woman wrote for advice on a place for graduate study in math for her daughter. Klein suggested that she look for a graduate school which has lots of professional schools attached--professions which attract lots of men who are going to earn a comfortable living eventually. An M.A. degree (of course he would not assume

that she was wanting to go for a Ph.D.) is good, he admitted, but an MRS degree provides double social and economic security. Klein was thoroughly put down by Philadelphia area women, including AWM members, but he does not seem to have shaped up as the column featuring women's replies is introduced by his comment "Hell hath no fury like a woman scorned" and the headline writer came through with "Libbers Show Their Fury Over 'Mrs. Degree' Note."

SPREAD THE WORD

Students enrolled in the University of Minnesota course "Introducing High School Students to the Women's Movement," spent the month of April research a topic dealing with one area of the movement and May speaking to Twin Cities area high school classes--in response to many requests. For more information on the course, contact Ms Etta Magnusen, Minnesota Women's Center, 301 Walter Library, Minneapolis MN 55455.

POSTERS

Still available at n+1 dollars for any combination of n of the following:

- 1) Save water, shower with a scientist (Einstein)
- 2) Save water, shower with a mathematician (Hilbert)
- 3) If you save x gallons of water showering with one mathematician, how many gallons do you save showering with 5 mathematicians? (women mathematicians)

Make checks payable to AWM and send to newsletter address.

Let us know what you want to see in the newsletter.

**MEMBERSHIP APPLICATION
ASSOCIATION FOR WOMEN IN MATHEMATICS**

Name _____ New _____

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_____ ZIP _____

Institutional affiliation, if any _____

Position _____

Send with check made payable to the Association for Women in Mathematics for 2.00 annual dues to Mary Gray
Department of Mathematics
American University
Washington, D.C. 20016

M.W. Gray
Department of Mathematics
American University
Washington DC 20016

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