

ASSOCIATION FOR WOMEN
IN MATHEMATICS
NEWSLETTER

January 1974

vol 4, no. 1

Report from the President

AWM is incorporated! Everything went smoothly in the legal red tape department and AWM is now incorporated in the State of Massachusetts as of August 17, 1973.

Appropriate papers have been filed with the Internal Revenue Service seeking tax exempt status for AWM, but IRS apparently moves slowly and we have no final word from them. The lawyer keeps checking and as of this writing IRS assures him that they are now working on our case.

I want to thank all the candidates for member-at-large of the American Mathematical Society Council who answered the questions posed to all candidates by AWM. Charlie Curtis' answers to the questions appear in this issue of the Newsletter. He was out of the country when I wrote to the candidates and by the time he received my letter, the last Newsletter had already gone to press. I also wish to thank Lipman Bers, candidate for President of the AMS, for answering our questions.

The New England Area AWM group held a meeting in Cambridge on October 27 in conjunction with the AMS meetings. Eleanor Palais (Buckingham School, Browne and Nichols School) reported on the meetings at Missoula, Ann Stehney and Eleanor and Bernice Auslander (University of Massachusetts at Boston) continued the discussion started there. Bernice was to have been a member of the panel at Missoula but was unable to attend the meetings at the last minute so she gave her speech intended for Missoula. A short business meeting followed the discussion. The Boston area members of AWM have been meeting twice a year for the last two years. This fall we decided to have our first meeting at the time of the AMS meeting and to include all the New England region. About 25 people were present for the session, which was a good attendance since the meeting did not start until 4:30, on a Saturday afternoon.

Professor Lipman Bers has written asking me to encourage young people to apply for the Ritt Assistant Professorships at Columbia University. I hope that women who will be receiving their Ph.D.'s this year or who have held the Ph.D. degree for a few years will apply. In fact, I hope that women will apply not only to Columbia but to any of the universities which have the named instructorships or named assistant professorships. These carry a reduced teaching load so that extra time can be devoted to research.

Professor Grace Bates of Mt. Holyoke College telephoned recently to say that they are looking for women candidates, who are just finishing their Ph.D.'s for their one-year special lecturership (The Mildred Sanderson Lecturer) which will carry a one half teaching load with the remainder of the time for research; salary 12,000. Interested candidates should write to Professor Lester J. Senechal, Department of Mathematics, Mt. Holyoke College, South Hadley, MA 01075.

As you may have seen in the October NOTICES of the AMS, AWM will have its winter meeting at the time of the AMS-MAA meetings in San Francisco. We meet at 4 p.m. on Friday, January 18. There will be three speakers. Mary Gray will speak on the history of the AWM as it reaches the third anniversary of its founding. Cathleen Morawetz, Courant Institute, will talk about the work of the AMS Committee on Women and Louise Hay, University of Illinois at Chicago Circle, will give an expository talk on Indices of Turing Machines.

The Executive Committee of AWM has two new members: Evelyn Boorman, Assistant Professor, University of Michigan,

M. W. Gray
Dept. of Mathematics
American University
Washington, D.C. 20016

and Judith Roitman, graduate student at the University of California at Berkeley. The continuing members are Mary Gray, Judith Elkins, and I.

I look forward to seeing you in San Francisco.
Alice Schafer

A HISTORY OF THE WOMEN'S MOVEMENT IN THE BERKELEY MATHEMATICS DEPARTMENT

The whole thing started with a colloquium which featured Elizabeth Scott, head of the statistics department; Ravenna Nelson, a psychologist who has studied creative women mathematicians; and Sheila Johannsen, who has taught the history of European women. This generated a meeting at the home of Lenore Blum, one of two women lecturers, in the late spring of 1971, to discuss grievances relating to the pending HEW suit against the University. This meeting and those that followed quickly became consciousness-raising sessions. We were unable, however, to unite the academic women with the non-academic employees of the department, who are strongly unionized and have great class consciousness. In a surge of energy the academic year was over.

Carrying this energy through, the next fall we organized another colloquium, more informal than the first, featuring a taped discussion among women, and a mixed panel (women students with faculty of both sexes). Making the tape involved several more consciousness-raising sessions. It was decided to focus on the issue of hiring women faculty above the lecturer level. An ad hoc committee was formed of tenured male faculty and women students to accomplish this. After extensive surveys we compiled a lengthy list of suitable women that department members themselves supported, with the result that a few of these women were offered the position of lecturer. At the same time, the practice of offering higher positions to women who have irrevocable commitments elsewhere continued. At the time we are writing this we are entering our third straight year with a woman listed in the catalogue as assistant professor who resides elsewhere. In the math department here, women PhD's are either lecturers or visitors.

Back to 1971-72: Steve Smale generated a department newsletter (ed. note: called Mother Functor) which had much on women's issues in it; contributions were made by faculty, non-academic staff, and students. Some of this intensified the class friction between women students and women secretaries. One positive result was greater participation of non-academic staff in departmental life.

Meanwhile the Math Opportunities Program Committee, a departmental committee to aid minority graduate students, and with access only to departmental funds, was including women students in its priorities for special admission. MOP has suffered from paternalistic leadership and advising despite active and dedicated student membership. At the end of the school year, a group of women led by Lenore Blum (now a "visitor" in the tradition of Emma Lehmer and Julia Robinson) went to U.C. Santa Cruz at the invitation of some professors there to talk about women in mathematics and to encourage undergraduate women to apply to graduate school.

In the fall of 1972 some more consciousness-raising sessions were held, mostly by and for women who had not been around in 1971. This didn't last very long - from lack of energy? lack of a main focus? People tried to find out exact procedures on matters such as hiring and financial aid, and had moderate success (considering that there really are no exact procedures). In private conversation some faculty admitted to feeling that some lecture positions "belong to women." (Do we want this?) In the spring MOP

decided to support two women for a fifth year of financial aid (regular departmental support isn't carrying anyone past a fourth year); the MOP committee also briefly considered the question of financial need, which traditionally has never been considered by department aid committees before. Again, women lecturers were hired for next year.

Probably the best thing done all year was a meeting for undergraduate women interested in the mathematical sciences. First Elizabeth Scott and Lucy Sells, a social science graduate student, presented statistics on women in the sciences; then the department chairman and the graduate secretary, Judy Shattuck, answered questions; the men were asked to leave and graduate students together with one of our new lecturers, Judy Kunofsky, gave testimony on what things were like on our side. Then we broke up and were swamped with women wanting to talk about their ambitions, plans, etc. to somebody who was sympathetic. Immensely gratifying, and it actually made a difference in some lives. It should be noted that an attempt to get the same thing going this year is meeting no enthusiasm among the graduate students. However, it's still early and the week of qualifying exams...

Outside the department a group called Women in Science appeared and fizzled, although several departments, notably Chemistry, developed strong caucuses from it; and an inter-departmental consciousness-raising group was formed for graduate women, with extremely small membership.

At the end of the year we tried to get a shitlist going of people to avoid in the department, with testimony thereof (also of people you could trust); the usual handful of activists made their reports, but we couldn't get undergraduates to respond on the record, although a few women talked off the record (it should be noted that names would be kept only long enough to satisfy ourselves that the gripe was genuine, and then the student's name would disappear from all records.)

This year there seems to be very little energy for women's issues. Lots of people, ourselves included, are focusing more on their own work. On the hopeful side, the MOP committee has a new chairman; an election is being held for its black student and non-black minority (woman) student members that hopefully will energize previously inactive people; the Math Graduate Students' Association is trying to have a larger say in departmental issues, and women are a strong voice in this weak organization.

Final note on successful activities; some women T.A.'s here have been able to sneak in all-women sections of courses. If you can do it, try it, you'll like it.

Some questions raised by our experiences: are women's issues now being absorbed by more general departmental issues? Should we try to have tightly organized women's caucuses? Should we try to integrate our activities more with other departments? It should be mentioned that the law school's women's association is trying to organize women in fields non-traditional for women to talk to high school students.

A request for AWM: could you keep a list of financial aid available outside the usual channels? e.g., the Soroptimist Foundation used to have fellowships for graduate women.

Judy Roitman and Judy Glasner,
graduate students

(Ed. note: the Judy's have written this in the hope that it will encourage other women graduate students to share their complaints, questions, efforts and activities in the newsletter. Also, HEW has delayed contract awards to Berkeley because they have not drawn up a satisfactory affirmative

action plan. However, for the first time the math department is officially listing its positions with AWM - now we need follow-up on applicants and those who finally offered jobs.)

LETTERS

Dear Editor:

I wish to take exception with Chandler Davis's view of the "Shower-with-a-mathematician" posters. Of the three offered, I must admit, only the "How-many-gallons-of-water-will-one-save?" held significant meaning to me as a professional woman. The very aspects that Davis criticized added to its impact. How joyous to expose my intelligent, aware male colleagues who fell into the stereotype trap of assuming the "scholarly" looking man was the mathematician and the attractive looking women were "just girls."

Sisterhood is powerful,
Shirley A. Nelson

WOMEN IN MATHEMATICS, IV

I'd like to comment on Marianne Smith's article Women in Mathematics, III (last newsletter). The thing I'd like to talk about is this business of interacting and discussing work with one's colleagues.

It seems to be taken for granted among professionals, mathematicians included, that this interaction is essential. True, it is almost always done, and has proven useful. Still, I wonder: We say mathematicians must interact in order to produce useful results. But do we perhaps define (at least partially) "useful results" as results which have been produced via interaction? This question has implications for women since, as Dr. Smith pointed out, interaction among colleagues is more available to men.

A Reader

Report from the Editor

I have recently been appointed chairperson of the AAUP Committee W and I am working on agenda items for the next meeting of the committee. I want to ask for your help on several items. I am drawing up a position paper on salary determination. One of the hang-ups on enforcement of the Equal Pay Act in academic institutions has been that there seem to be no visible standards which determine what one is paid, woman or man. I want to stress faculty involvement in setting salaries, consideration of merit and seniority, public disclosure of the criteria for salaries, and perhaps of the salaries themselves. I invite your comments.

We are also working on a position paper on fellowships -- particularly conditions which are attached which adversely affect women. If you have information on this, or simply on special awards available to women, as mentioned in the Berkeley report, please let me know. (E.g., AAUW, 2400 Virginia Ave., N.W., Washington, D.C. has both pre- and post-doctoral awards.) One condition which may affect women is age restrictions. For example, the National Research Council travel grants to the Vancouver meeting have 60 per cent set aside for those under 35. It is my contention that this restriction should be replaced either by one on mathematical age (i.e., years since Ph.D.) or by one on salary. However, there are women mathematicians who feel that age restrictions like this favor women. What is your opinion?

The District of Columbia City Council has recently passed a landmark piece of legislation prohibiting discrimination in hiring, conditions of employment, credit, housing and other areas based on sex, race, religion, sexual preference, age, occupation and 8 other categories. It is known as Title 34.

Still on the subject of age--with the increasing agitation for early retirement as a means for relieving the tenure crisis, we need more than ever to look at retirement benefits. As you should be aware by now, TIAA pays less each month in annuity benefits to women than to men with the same amount in the plan. Although they justify the procedure on the grounds that women live longer, the equity in pension plans must be based on how much a person has to live on each month of her or his life. Most state retirement plans fund equal benefits for women by making bigger contributions on their behalf at some point, although this is frequently not openly acknowledged. Social Security, while it has many features which discriminate against women, does pay equal monthly benefits to wage earners with the same history. One solution for TIAA would be to have a sex-blind policy so that everyone is pooled together--this is the procedure used to justify not giving higher benefits to blacks, who have shorter life expectancy. Committee W of AAUP and a special subcommittee on fringe benefits are working on this problem and there are several suits in court.

The 10 December issue of the Chronicle of Higher Education has a thoughtful back page article on early retirement, discussing in particular the proposal that retirement be a gradual process. I don't know about other schools, but at American Univ we are deluged with requests for tutors for our own and high school students, especially near the end of the semester. If you have trouble getting student tutors because they are overloaded by their own work, retirees from secondary schools and colleges are a good source.

Committee W also expects to come up with a guide on issues of importance to women in collective bargaining and would appreciate input.

The AMS Committee on Women is working on resolutions for the January AMS Council meeting. One of the proposals is to eliminate age references in programs, publications, etc. and to urge that members not discriminate on the basis of age. Off this subject finally--I have also proposed that the Committee back blind refereeing for Society journals. Such a proposal was defeated at the August Council meeting, but perhaps with Committee backing it will have a better chance. Also, two more AWM members, Jane Scanlon and Lee Iorch, were elected to the Council this past fall. Another small issue is that of hotel rooms for the January meeting--namely that three persons sharing a room at the cheap rate are required by the AMS to be of the same sex and this does not appear to be any of the AMS' business. By the way, the roster of women with Ph.D.'s in mathematics is now available from the AMS in Providence for six dollars.

The MAA has also appointed a committee on women and we hope that the two committees will work together, particularly on the problems of women without Ph.D.'s. Members are Gail Young, Rochester; Jane Cullum, IBM; Shirley Hill, UMKC; and Dorothy Bernstein, Goucher. Send them your comments and suggestions for action.

Of course, the biggest problem is the employment situation. I have suggested that the AMS act as an employment clearing house to eliminate this business of sending out 400 applications, but everyone tells me that it won't work. As an alternative I have proposed a hiring code which would establish deadlines and various other procedures designed to make treatment of candidates and schools somewhat fairer. If you have any abuses to report which you think could be prohibited under such a code, please let me know soon. We do not have precise figures on employment for the new women Ph.D.'s this year, but it doesn't look too good. In particular, there is no need for the investigation of "reverse" Is this a in globus parentis policy?

Resolution C. I agree with this.

2. I believe that on the whole the Society has made reasonable efforts to carry out the resolution of the January 1972 business meeting. Continued efforts will be needed to keep the pressure up on employers to provide equal opportunities.

3. I doubt whether there is discrimination against women by referees. Referees might be hesitant to recommend against a person with a high reputation, but otherwise I think they are evenhanded at present. I would not mind a trial period of blind refereeing, but I believe there would be many complaints.

4. It would be highly desirable to have more Ph.D. instructors in many 2 and 4 year colleges which up to now were not able to hire such persons. It would also be desirable to have more people with advanced degrees in high schools. The AMS should make lobbying efforts to make this come about. This would create more employment for mathematicians at the Ph.D. and masters level.

PROGRESS REPORT

In view of question 2 which was asked of the candidates, it might be well to review what the AMS has done to implement its resolution.

1. The AMS has changed the form of its employment services several times in the past few years, hoping to make job-seeking less painful and more productive for everyone. There is general agreement that further improvements are required. Moreover, the buddy system still flourishes and the only available figures show that the unemployment rate for women with new Ph.D.'s in math is twice that for men. Further statistics are given in the following article.

2. There do not seem to be any statistics on admissions or assistantships. There are reports of special assistantships set aside for women (see Kirby's statement), but no hard data. Of course, Rhodes are still closed to women and no Sloans have been awarded to women in pure math. The AMS Committee on Employment and Educational Practices could be useful in getting some information on these issues.

3. Again there seems to be no information on the issue of advisory boards and panels, but AWM can try to get some from organizations such as the NSF, NAS and AAAS. In spite of a court suit, there has been only a slight increase in the number of women on NIH committees and panels.

4. Turning to the second part of the resolution, we note that for the first time in 40 years the AMS has had a woman hour speaker at one of the national meetings; also there is a woman speaker scheduled for the January 1975 meeting. There has also been at least one woman speaker recently at a regional meeting. However, during the same period of time there have been well over 100 men hour speakers. There have been many women serving as section chairmen at all the meetings. Moreover, there is now a woman editor for the Proceedings. While all of these women have been selected on their merits as mathematicians, it seems remarkably that the merits of women have so long been overlooked.

5. Aside from the AMS Committee on Women, the only AMS committees with women as members are CEEP and the committee on the AMS fellowship (one woman on each). More important, there are still no women trustees (the group responsible for financial matters), women presidents or vice-president or high-level employees of the Society.

6. One of the charges to the AMS Committee on Women was to present recommendations on how to implement the resolution. So far the committee has compiled a roster of women with Ph.D.'s in mathematics which is available from AMS, P.O. Box 6248, Providence RI 02904, and presented some resolutions to the AMS Council, all of which have passed except one suggesting that women use their maiden names. Mainly they deal with reminding mathematicians that women should not be discouraged from studying math by sexist

remarks, etc., but they include opening up the services of the AMS Committee on Academic Freedom, Tenure and Employment Security to complaints from graduate students and job-seekers. If you have a complaint of discrimination in hiring, promotion, tenure, working conditions, award of assistantships and fellowships, etc., write Paul Mostert, Univ. of Kansas, chairman of this committee.

7. One serious difficulty is the neglect of those without Ph.D.'s. The AMS Committee on Women is recommending to the MAA that a joint committee study the problems of such women. Actually, the MAA should be ripe for pressure on issues of concern to women. The new president is Ralph Boas, Northwestern.

AWM EMPLOYMENT SURVEY - SUMMER 1973

Early in August, we again sent our employment questionnaire to 64 Ph.D. granting institutions across the country. From these schools, 61 returns were received last summer and 41 returns have been received to date (October 2) this summer. As ample time has been allowed for the questionnaires to drift back (two months), it seems that there is less interest in the employment situation for women mathematicians. For this reason, AWM must continue its activities.

The following figures are based on returns from 38 colleges and universities:

Faculty	Total	Men	Women	% Women
1971-72	1558.5	1480.5	78	5.0
1972-73	1532.5	1455.5	77	5.0
1973-74	1513.5	1439.5	74	4.9

Despite affirmative action claims and fears of reverse discrimination, the percentage of women has not changed for this sample!

The percentage of new women Ph.D.'s seems to be increasing:

Number of Ph.D.'s granted		total			
		M	W	%W	
1971-72 (61 returns)	474	429	45	9.5	
1972-73 (41 returns)	340	302	38	11.2	

The percentage of new women faculty at these institutions shows no increase.

	Total	M	W	%W
New faculty 1972-73 (61 returns)	177	163.5	14	7.9
1973-74 (41 returns)	163	151	12	7.4

It is interesting to note that while these institutions granted 11.2% of their Ph.D. degrees to women in 1972-73, only 7.4% of their new faculty for 1973-74 are women.

J.M. Elkins

JOB SEEKERS AND THOSE WHO KNOW OF OPENINGS

Please send your vita or descriptions of the positions to Judy Green, Rutgers, Camden NJ. Send position descriptions also to the newsletter editor.

***** DUES DUES DUES *****

Starting in January 1974 there will be an increase in dues to \$3 per year for individual memberships and \$4 per year for family memberships (one newsletter). Institutional memberships (departments or businesses) will be available for \$10 per year. Library subscriptions to the newsletter will go up to \$3 per year. We are asking those who list jobs officially to pay \$5 for three issues if funds are available (same principle as for page charges for journals). Renew your membership if it has expired.

JOBS

REA MAGNET WIRE COMPANY. Contact Robert N. Peterson, Corporate Personnel Manager, 3600 East Pontiac St., Fort Wayne, IN 46806.

UNIVERSITY OF DELAWARE. Unidel Professor of Mathematics. An applicant must presently hold a senior position and exhibit a record of outstanding scholarship in some area of analysis, preferably applicable mathematics. Major emphasis will be placed on the research interests of the applicants as they compare with the expertise and goals of the department. Teaching load and salary are negotiable. Position available September, 1974. Correspondence should be addressed to W.E. Baxter, Dept of Math, Univ of Delaware, Newark Delaware 19711.

UNIVERSITY OF MISSOURI-Kansas City. Director of the computing center. Doctoral degree required. Contact Herwig G. Zauchenberger, Dean, School of Graduate Studies, UMKC, 5305 Holmes, Kansas City MO 64110.

UNIVERSITY OF NEBRASKA-Omaha. Asst or assoc prof of computer science to start January 1974. To teach such courses as languages, systems programming, artificial intelligence, OR, Capable of taking leadership role in development of BA degree program in Comp Sci. PhD and work experience required. Contact Dr. Margaret Gessaman, Acting Chairwoman, Dept of Math, UNO, POBox 688, Omaha, NB 68105.

GENERAL MOTORS CORP. Openings in applied math, stat, scomp sci. Contact J.B. Sparbank, Personnel Staff Engineer, Research Laboratories, GM, Warren, MI 48090.

SMITHSONIAN INSTITUTION. Smithsonian fellowships, stipend of \$10,000 per annum and research allowances. History of science and technology, among other fields. Also predoctoral fellowships, \$5,000 per annum. To support research in residence at the Smithsonian Institution. Contact Office of Academic Studies, Smithsonian Institution, Washington, DC 20560.

SUNY DELHI. President. Doctorate and teaching and administrative experience in two-year college required. Contact W.S. Stone, DVM, Executive Secretary, Presidential Search Committee, State Univ Agricultural and Mechanical College, Delhi NY 13753.

LANEY COLLEGE. President. Contact Paul A. Elsner, Vice Chancellor, Educational Services, Peralta Community College District, 300 Grand Avenue, Oakland CA 94610.

HUSSON COLLEGE. President. Doctorate in business or economics is desirable but not essential, training in the business field and administrative experience required. Teaching experience desirable. Contact Fred Dingley, Chairman of the Presidential Search Committee, Husson College, Bangor ME 04401.

EASTERN MICHIGAN UNIVERSITY. Associate director of registration. Bachelor's degree and experience in computerized registration, abstract reasoning ability required. Salary \$11,500-16,000 for 12 months. Contact A.P. Marshall, Dean of Academic Services, EMU, Ypsilanti MI 48197.

WAYNE STATE UNIVERSITY. Coordinator, engineering programs. Master's in engineering, technology, business or industrial education. \$14,000-18,000. Contact Office of the Dean, College of Lifelong Learning, WSU, Detroit 48202.

MINNESOTA EDUCATIONAL COMPUTER CONSORTIUM. Executive director. Experience in education, data processing and computing, administration of complex project, advanced degree desirable. Contact James Pederson, Chairman, MECC, 208 State Administration Bldg, St. Paul MN 55155.

UNIVERSITY OF ILLINOIS. Systems analysts. Minimum requirements, B.A., 3-5 years experience, 360/370 COBOL. Desirable, experience with administrative systems development, prior project leadership, familiarity with database systems. Salary to \$16,000. Contact Univ of Illinois, Management Information Systems, 409 E. Chalmers Rm 251, Champaign IL 61820.

UNIVERSITY OF CALIFORNIA, BERKELEY. Director of analytical studies. Terminal degree with strong quantitative background required. Administrative experience desirable, position available immediately. Contact Joseph W. McGuire, V.P.-Planning, UC, 247 Univ Hall, Berkeley CA 94720.

CONSORTIUM OF METROPOLITAN MINNESOTA COLLEGES. To develop and implement a program in competence-based education for 6 Metropolitan Community Colleges and Minnesota Metropolitan State College. Project director: management skills, master's degree at least, community and 4-year college experience, 18,000 to 22,000. Six staff associates: master's degree minimum, demonstrated commitment to non-traditional education, 16,000 to 18,000. Contact Dr. Douglas R. Moore, Minnesota Metropolitan State College, LL90 Metro Sq., St. Paul MN 55101.

JEFFERSON COMMUNITY COLLEGE. Remediation coordinator, spring 1974. Contact Jane B. Bonney, Jefferson Comm. College, Watertown NY 13601.

UNIVERSITY OF PITTSBURGH. Asst or assoc prof of computer science, artificial intelligence, formal logic, simulation or related fields preferred. Ph.D. required. Contact Gary Lindstrom, Dept of Comp Sci, Univ of Pittsburgh, Pittsburgh PA 15260.

UNIVERSITY OF NEBRASKA, LINCOLN. Dean of graduate studies and research. Contact Graduate Search Committee, Office of the Chancellor, 309 Administration, Univ of Nebraska, Lincoln NB 68508.

CENTRAL YMCA COMMUNITY COLLEGE. Dean, liberal arts and sciences. Ph.D. preferred, administrative experience desirable. Contact Dr. Alfred S. Dale, Provost, 211 W. Wacker Drive, Chicago IL 60606.

OLD DOMINION UNIVERSITY. Dean, school of sciences. Contact Dr. Raymond H. Kirby, Chairman of the Search Committee, Dept of Psych, Norfolk VA 23508.

UNIVERSITY OF NEBRASKA. Executive vice president for administration. Position available immediately. Contact President's Office, Univ of Nebr., 3825 Holdrege, Lincoln NB 68503.

UNIVERSITY OF TENNESSEE, CHATTANOOGA. Vice chancellor for academic affairs. Earned doctorate, teaching and administrative experience. Contact George Connor, Chairman, Search Committee, UT, Chattanooga TN 37401.

KENT STATE UNIVERSITY. Dean of the college of arts and sciences. Contact Prof. Eugene Wenninger, Chairman, Dean's Search Committee, Dept of Sociology and Anthropology, Kent State University, Kent OH 44242.

NEW ENGLAND CENTER. Staff assistant, joint operations committee. Conduct research, prepare analyses, etc. for the six New England Land Grant Universities. Master's degree minimum. Contact Donald E. Nicoli, Joint Operations Committee, New England Center, Univ of New Hampshire, Durham NH 03824.

UNIVERSITY OF RHODE ISLAND. Dean, college of arts and sciences. Contact Dr. Nancy Potter, Chairman, A and S Dean Search Advisory Committee, Graduate School, Univ of Rhode Island, Kingston RI 02881.

DUKE UNIVERSITY. Vice provost and dean of Trinity College of Arts and Sciences. Major administrative post with primary responsibilities in areas of undergraduate curriculum, student affairs. Contact Prof. Thomas A. Langford, Chairman, Dean's Search Committee, Duke University, Durham NC 27706.

CENTRAL MICHIGAN UNIVERSITY. Dean of graduate studies. Doctorate and experience with graduate programs and administrative processes are desirable. Contact Graduate Dean Search Committee, Central Mich Univ, Box 117, Mt. Pleasant MI 48859.

UNIVERSITY OF DETROIT. Dean, college of arts and sciences. Contact Henry B. Maloney, Dean of Faculties, Univ of Detroit, Detroit MI 48221.

NEW ENGLAND COLLEGES FUND. Assistant/associate director. Travel, personal contact with business leaders required. Graduate of modest-sized New England liberal arts institution. Contact Exec Director, 581 Boylston St, Boston 02116.

UNION COLLEGE. President and chancellor. Contact Chairman, Board of Trustees, Union College, Schenectady NY 12306.

GRAND VALLEY STATE COLLEGES. Assistant dean, college of arts and sciences. Starting between 1 January and 1 July 1974. At least 3 yrs teaching experience. Salary 16,000-20,000. Contact Dean John Linnell, College of Arts and Sciences, Grand Valley State Colleges, Allendale MI 49401.

DRAKE UNIVERSITY. Dean of University College (evening division). Contact Dr. Eddie Easley, Chairman, Dean's Search Committee, Drake University, Des Moines, Iowa 50311.

STANFORD RESEARCH INSTITUTE. Senior computer programmer with knowledge of statistical applications. Operations analyst with MS in OR, fair amount of travelling involved. Research engineer, BSCE or hard science. Contact Jim McDonald, SRI, 333 Ravenswood Ave, Menlo Park CA 94025.

GTE SYLVANIA. Several positions in engineering, computers, technical management. Contact Paul A. Steele or Richard C. Hawes, GTE Sylvania, Electronic Systems Group, Eastern Div, 77 A St, Needham Hts, MA 02194.

Administration

STONEHILL COLLEGE. Dean of Students. Contact Richard Grant, Chr, Search Committee, Counselling Center, SC, Northeastern MA 02356.

INDIANA UNIVERSITY AT SOUTH BEND. Director of General and Technical Studies. Beginning this spring. 15,000-18,000. Ph.D. or ABD Contact Gerald Dudley, Chr, DBTS Director Search Committee, 1205-09 South Greenlawn Ave, South Bend IN 46615.

SUNY BINGHAMTON. Director of Computer Center, IBM 370/155, academic or research experience desired. Contact Eugene Kirch, Chr, Search Committee, SUNY, Binghamton NY 13901.

CALIFORNIA STATE UNIVERSITY, LONG BEACH. Director of Continuing Education, starting 3 February 1974. 12,192-23,900. Contact Roderick B. Peck, Dean of Summer Sessions and Continuing Ed, CSU, 6101 E. 7th St, Long Beach CA 90840.

MARY MANSE COLLEGE. President. Contact William G. Adams, Chr, Search Committee, Mary Manse College, P.O.Box 489, Toledo, OH 43692.

VIRGINIA COMMONWEALTH UNIVERSITY. Asst Vice-President for Research and Graduate Affairs. Contact L.A. Woods, VP for Health Sciences, VCU, Box 606-MCV Station, Richmond VA 23298.

SOUTHWEST MISSOURI STATE UNIVERSITY. Dean, Ph.D. required, 23,000-25,000 for 11 months. Contact R.K. Gilmore, Dean of Faculties, SMSU, Springfield MO 65802.

UNIVERSITY OF ILLINOIS. Dean, Graduate College. Contact N. M. Newmark, 1211 Civil Eng Bldg, Univ of Ill, Urbana IL 61801.

BUCKNELL UNIVERSITY. Dean, Arts and Sciences. Contact Wendell Smith, Provost, BU, Lewisburg PA 17837.

PINE MANOR JUNIOR COLLEGE. President. Contact Charles C. Cabot, Jr., Chr, Presidential Search Committee, PMJC, 400 Heath St., Chestnut Hill MA 02167.

UNIVERSITY OF WISCONSIN, WHITEWATER. Chancellor. Contact Fannie E. Hicklin, Chr, Search and Screen Committee, Univ of Wisconsin, Whitewater WI 53190.

CUYAHOGA COMMUNITY COLLEGE. President. Contact Mrs. Douglas Bond, Chr, Board of Trustees Personnel Committee, CCC District Office, 700 Carnegie Ave, Cleveland OH 44115.

CHRISTIAN BROTHERS COLLEGE. President. Contact Brother Emery Hogan, CBC, 650 E. Parkway South, Memphis TN 38104.

CHICAGO STATE UNIVERSITY. President. Contact Board of Governors of State Colleges and Universities, 222 South College St., Springfield IL 62706.

UNIVERSITY OF SOUTH DAKOTA. Vice-president for Academic Affairs. Contact Office of President, USD, Vermillion SD 57069.

PORTLAND STATE UNIVERSITY. President. Contact Mac Thomas, Exec. Sec., Presidential Search Committee, PSU, P.O. Box 751, Portland OR 97207.

BROOKLYN COLLEGE. Asst Provost-Assoc Dean for Academic Affairs. 23,930-27,680. Contact Helen Lieber, Office of the Vice President and Provost, BC, Brooklyn NY 11210. Executive asst to the vice president and Provost 16,180-19,180, M.A. plus 4 yrs experience in education required. Same contact as above.

CALIFORNIA STATE UNIVERSITY, HAYWARD. Dean of Undergraduate Studies. 24,468-29,748. Contact VP for Academic Affairs, CSU, Hayward CA 94546.

SETON HALL UNIVERSITY. Dean, College of Arts and Sciences. Contact W. Scott Morton, Chr, Dean Search Comm, SHU, South Orange NJ 07079.

UNIVERSITY OF CINCINNATI. Asst Dean for Graduate Education and Research. Ph.D., teaching, research and administrative experience. Contact Guy Stern Univ Dean for Graduate Ed and Research, UC, Cincinnati OH 45221.

MACMURRAY COLLEGE. Academic Dean. Ph.D. plus 5 yrs experience. Contact Lana Keehner, MacMurray College, Jacksonville, IL 62650.

MILLS COLLEGE. Dean of the Faculty. Contact Charles Larson, Chr of the Search Comm, Mills College, Oakland CA 94613.

CUNY HERBERT LEHMAN COLLEGE. Dean of Science. Teaching, research and administrative experience and Ph.D. required. Contact C. Robert Jones, Chr of Search Comm., Biology Dept, Lehman College, Bronx NY 10468.

SALEM STATE COLLEGE. Staff associate, affirmative action. 13,793-19,780.80. Contact Affirmative Action Screening Comm., SSC, Salem MA 01970.

SUNY at POTSDAM. Assoc Dean of Liberal Studies. Ph.D. required. Contact Hutcheson, Dean of Liberal Studies, SUNY, Potsdam NY 13676.

UNIVERSITY OF MAINE AT AUGUSTA. Director of Academic Planning and Institutional Research. Master's plus experience required. Contact Carll N. Fenderson, UMA, Augusta ME 04330.

NORTH CAROLINA STATE UNIVERSITY. Graduate Dean. Contact N. J. Rose, Chr, Search Comm. for Graduate Dean, Box 5548, NCSU, Raleigh NC 27607. Also, Provost and Vice Chancellor. Contact Jackson A. Rigney, Chr, Provost Search Comm., Box 5968, NCSU.

SUNY COLLEGE AT UTICA/ROME. Dean of Arts and Sciences. Ph.D. required, administrative and classroom experience preferred. Contact Personnel Office, SUNY College at Utica/Rome, 811 Court St. Utica NY 13502.

UNIVERSITY OF LOUISVILLE. Dean of University College (which includes the continuing education division). Contact Carl Abner, Search Comm., Univ College School of Business, UL, Louisville KY 40208.

VIRGINIA COMMONWEALTH UNIVERSITY. Vice President for Academic Affairs. Contact Francis J. Brooke, Office of the Provost, VCU, Richmond VA 23284.

BALL STATE UNIVERSITY. Dean of the Teachers College. Contact Richard W. Burkhardt, VP for Instructional Affairs, BSU, Muncie IN 47306.

UNIVERSITY OF CALIFORNIA, SANTA BARBARA. Affirmative Action Coordinator. Contact Ivo Franulic, Personnel Office, UCSB, Santa Barbara CA 93106.

CLARION STATE COLLEGE. Dean of Liberal Arts. 24,000-30,000 for 12 months. Ph.D., teaching and administrative experience and scholarly activity required. Contact Mary R. Hardwick, Chr., Dean of Liberal Arts Search Comm., CSC, Clarion PA 16214.

HOFSTRA UNIVERSITY. Provost. Contact Jacob Weissman, Hofstra Univ, Hempstead NY 11550.

UNIVERSITY OF PENNSYLVANIA. Vice Provost for Graduate Studies and Research. Contact Julius Margolis, Fets Center, UP, Philadelphia PA 19174.

SAINT MICHAEL'S COLLEGE. Academic Dean. Ph.D., teaching and administrative experience. 18,000-22,000. Contact Chairman, Search Comm., Saint Michael's, Winooski VT 05404.

NORTHWESTERN UNIVERSITY. Dean of College of Arts and Sciences. Contact Irwin Wolf, Box A, Dept of Slavic Languages and Literature, Northwestern, Evanston IL 60201.

GREENFIELD COMMUNITY COLLEGE. Dean of Students. Master's plus experience. Contact Search Comm., GCC, 125 Federal St, Greenfield MA 01301.

UNIVERSITY OF LOUISVILLE. Vice President for Academic Affairs. Contact John M. Houchens, Screening Comm. Secretary, Room 309, Administration Bldg, Belknap Campus, Louisville KY 40208.

CENTRAL MICHIGAN UNIVERSITY. Dean of Students. Contact Dean of Students Search Comm., Provost Office, CMU, Mt. Pleasant MI 48859.

HARTNELL COLLEGE. Dean of Instruction. Master's or doctorate, eligible for Calif. Comm. College Adm'n. Credential. Contact Gibb R. Madsen, Superintendent-President, HC, 156 Homestead Ave. Salinas CA 93901.

DEPARTMENT OF DEFENSE. Deputy Director (Regional Programs), in Office of the Director of Defense Program Analysis and Evaluation. GS-18, 36,000. Contact Earl L. Payne, Chief, Personnel Management Branch, Office of the Asst Secretary of Defense, Washington DC 20301.

SUNY AT STONY BROOK. Director of Budgets. 23,600. Contact Joseph D. Hamel, Asst VP and Business Manager, SUNY, Stony Brook NY 11780.

UNIVERSITY OF MASSACHUSETTS. Director, Center for Instructional Resources and Improvement. Contact Jean R. Leppaluoto, Assoc Provost, Whitmore Admin. Bldg. UM, Amherst MA 01002.

SUNY COLLEGE AT OLD WESTBURY. Director of Division of Arts and Sciences and Director of Division of General Studies. Contact Office of Academic Affairs, SUNY College, Box 210C, Old Westbury NY 11568.

UNIVERSITY OF SOUTH CAROLINA. Dean of the College of Arts and Letters. Contact Keith Davis, Chr, Arts and Letters Deanship Search Comm., 215 Osborne Admin. Bldg, USC, Columbia SC 29208.

BAYLOR UNIVERSITY. Technical Director, Data Processing Center. BS or Master's plus experience. Contact D. L. Hardcastle, University Computational Facilities and Usage Comm. Baylor Univ, Waco TX 76703.

WESTERN CAROLINA UNIVERSITY. Director of Computer Center. Master's required, position available immediately. Contact Aaron Hyatt, WCU, Cullowhee, NC 28723.

JUNIOR COLLEGE DISTRICT OF METROPOLITAN KANSAS CITY. Asst to the Chancellor. Master's and systems experience required. Contact Carroll S. Price, Director of Human Resources, 560 Westport Rd Kansas City MO 64111.

TRI-STATE COLLEGE. President. Contact William L. Scott, Chr of the President's Search Comm, TC, Angola IN 46703.

OTTUMWA HEIGHTS COLLEGE. Vice-president, immediate opening, 13,500-16,000. Contact J.G. Solloway, OHC, Ottumwa IA.

UNIVERSITY OF MICHIGAN. Vice President for Academic Affairs. Contact Office of the President, UM, 2068 Admin. Bldg. Ann Arbor MI 48104.

UNIVERSITY OF CALIFORNIA, SAN DIEGO. Vice Chancellor, Student Affairs. 19,100-26,900. Contact Univ of Calif, San Diego, Personnel Dept (AVC) Box 109, LaJolla CA 92037.

WAYNESBURG COLLEGE. President. Earned doctorate and college teaching experience desired, administrative experience, particularly in a private liberal arts college, preferred. Contact Ewing B. Pollock, Chr, Presidential Search Comm., Waynesburg College, Waynesburg PA 15370.

UNIVERSITY OF TEXAS AT ARLINGTON. Dean of Science. Contact John D. Boon, Chr, Search Comm. Dept of Geology, Box 19669, UTA, Arlington TX 76019.

WAYNE STATE UNIVERSITY. Office for Institutional Research. Research Associate, Ph.D. or Master's with computer experience. Research Asst, Master's or Bachelor's with experience to do statistical analysis. Contact Office of Academic Programs and Planning, 1262 David Mackenzie Hall, WSU, Detroit MI 48202.

HOOD COLLEGE. Director of Alumnae Affairs. 9,000-10,000. Contact Selection Comm., Fox Alumnae Headquarters, Hood College, Frederick MD.

APPALACHIAN STATE UNIVERSITY. Conference Coordinator, Center for Continuing Education. Contact Dennis P. Prisk, Assoc Director for Programs, Center for Continuing Education, Boone NC 28607.

ESSEX COMMUNITY COLLEGE. Coordinator of Cooperative Education. Contact Assoc Dean, Career Programs, ECC, 7201 Rossville Blvd, Baltimore MD 21237.

UNIVERSITY OF NEBRASKA, LINCOLN. Dean of Continuing Studies. Contact Extension Search Comm, Office of the Chancellor, 309 Admin. Bldg., UN, Lincoln NE 68508.

LOYOLA MARYMOUNT UNIVERSITY. Dean/Director of Special Programs. Contact Paul A. Rude, LMU, Los Angeles CA 90045.

DRURY COLLEGE. Dean of Students. Contact William E. Everheart, President, Drury College, Springfield MO 65802.

MONTGOMERY COLLEGE. Asst Academic Dean. Experience in systems approach required. 15,000-19,000. Contact Academic Dean, Rockville Campus, MC, 51 Mannakee St, Rockville MD 20850.

UNIVERSITY OF VERMONT. Dean of College of Engineering, Math, and Bus Ad. Doctorate or equivalent experience. Contact Box 24, Waterman Bldg, UV, Burlington VT 05401.

UNIVERSITY OF AKRON. Dean, Community and Technical College. Administrative and teaching experience required. Doctorate desired. Contact John Watt, Sec. of Search Comm., Buchtel Hall, UA, Akron OH 44325.

IOWA STATE UNIVERSITY. 2 assoc deans, College of Sciences and Humanities, one for academic programs, one for budget and personnel. Ph.D. plus teaching and administrative experience. Contact Dean Wallace A. Russell, College of Sciences and Humanities, 232 Carver Hall, ISU, Ames Iowa 50010.

ILLINOIS STATE UNIVERSITY. Dean, College of Arts and Sciences. Contact Calvine Lee Pritner, Chairperson, College of Arts and Sciences Search Comm., 301 Hovey Hall, ISU, Normal IL 61761.

CALIFORNIA STATE UNIVERSITY, SAN JOSE. Dean of Academic Planning. Starting February 1974 or possibly later. Contact H.W. Burns, Academic VP, CSU, San Jose CA 95192.

UNIVERSITY OF MISSOURI, ROLLA. Chancellor. Contact Glenn Haddock, 326C-M-CS Bldg, UMR, Rolla MO 65401.

UNIVERSITY OF MONTANA. President. Contact Regent Ted James, Chr, Presidential Search Comm., 1231 11th Ave, Helena MT 59601.

ILLINOIS VALLEY COMMUNITY COLLEGE. Chief executive officer. Contact C.R. Jasiek, Chr, Board of Trustees, IVCC, P.O.Box 556, LaSalle IL 61301.

ULSTER COUNTY COMMUNITY COLLEGE. President. Contact George Rusk, Jr., Chr, Presidential Search Comm., C.P.O. Box Y, Kingston NY 12401.

CARNEGIE-MELLON UNIVERSITY. Director of Computation Services. Contact Richard L. Van Horn, Chr, Computation Center Board, CMU, 5000 Forbes Ave, Pittsburgh PA 15213.

WASHINGTON STATE UNIVERSITY. Manager, Academic Services and joint appointment in the dept of pure and applied math. Ph.D. in math, stat or OR and large-scale computer experience. Contact Systems and Computing, WSU, Pullman WA 99163.

SAINT JOSEPH'S COLLEGE. Dean. Contact George J. Beichl, Chr, Search Comm. for Dean of the College, SJC, Philadelphia 19131.

LETTER FROM BOSTON

The Boston group held its fall meeting at MIT immediately after the October 27 A.M.S. meeting. (This arrangement resulted in our largest turn-out and many new faces.) Eleanor Palais (of Buckingham and Browne and Nichols Schools) reported on the Missoula A.W.M. meeting and then moderated a continuation of that panel discussion with this writer and Bernice Auslander (of University of Massachusetts at Boston). Bernice discussed some "ground rules" for professional relationships between the sexes which need examination and perhaps should be revised. She said that some of her women colleagues (in various departments) had asked to be considered specialists in teaching rather than research, since there is room for specialists on the faculty and they felt

that a woman was more naturally a teacher. Bernice suggested that this sounded dangerously like the generalizations and stereotyping which women have recently been fighting. She mentioned knowing a psychologist who had restricted her professional activities while her children were young, but restricted them to research. The audience seemed to feel that departments should accommodate its members' individual strengths and interests, but that criteria for assignments, reappointment, or promotion should never be sex-linked. There was support for proposals of part-time positions with status (e.g., leading to tenure), leaves of absence for personal reasons, and flexible schedules from which men might also benefit.

Bernice also raised the more difficult question of compensation for past discrimination, especially against women. Do institutions which ignored or exploited women in the past have a special responsibility to these women or to women as a group? If so, how can it be fulfilled? Is it sufficient that discrimination be eliminated in the future? If the "compensation" consists of increased hiring of recent female graduates, is it resulting in more severe discrimination at the stage of reappointment? (There seem to be a disproportionate number of women whose first contract is not renewed and who have difficulty finding a second position.)

Ann Stehney

Those who objected to Gerstenhaber's article on the future of mathematics in a recent Math Monthly will be interested to know that Xerox's publishing subsidiary liked it so well that it has been reproduced in their newsletter Exchange. Contact Xerox College Publishing, 191 Spring St, Lexington MA 02173.

The replies of several AMS Council candidates arrived after the last newsletter went to press. Since one of these, Charles W. Curtis, was subsequently elected, his reply appears below. (For the questions, see the October Newsletter.)

1. My positions on the Resolutions A,B,C are as follows. Resolution A: I don't believe the Council is able to determine the legal question of whether a prima facie case of discrimination exists, in matters of hiring, promotion and tenure, etc. for reasons of racial, sex or political bias, without the help of an extensive legal staff, which I don't think the Society can afford to provide. I would be in favor of having the Society inform its members of requests for financial assistance from members who believe they are victims of discrimination, so that members could contribute individually to defense funds which might be set up in such cases.

Resolution B: In the case of Resolution B, I am in favor of a reduction in the federal military budget, but I think other areas besides education, such as mass transportation, low income housing, environmental problems and others have an equal claim for any released funds.

Resolution C: I agree with Resolution C.

The way I would actually vote on these motions would only be determined after I heard the discussion for and against, and was aware of possible amendments.

2. I am not informed on what efforts the Society has made to carry out the resolution of the January 1972 Business Meeting.
3. I would have no objection to papers being refereed without the author's name being given, if there is evidence of discrimination in the refereeing process. I know of no cases of such discrimination myself.
4. I think the Society should press for much greater utilization of the Mathematical Sciences Employment Register, and to encourage departments to fill positions only after the

position has been advertised for a sufficient time for all qualified and interested persons to apply. I believe the Society is capable of making a strong contribution towards changing employment practices, in the direction of having all positions advertized, and to consider only candidates applying as a result of the advertisement.

MORE JOBS

QUEENS COLLEGE. Openings for Instructor (12,700), Assistant Professor (13,930) and Associate Professor (18,430). Ph.D. required. Contact David H. Speidel, Assoc Dean of the Faculty. Queens College, CUNY, Flushing NY 11367.

COLGATE UNIVERSITY. Position in Computer Science. Automata theory and/or operating systems. Contact Thomas E. Brackett, Director, Colgate Computer Center, Hamilton NY 13346.

POMONA COLLEGE. Visiting Asst Professor, 3 yr appointment. 9 hr. teaching load, 11,000+. Asst or Assoc prof with 3 yr contract with expectation of leading to tenure. Ph.D required for both. Contact Kenneth L. Cooke, Acting Chr, Dept of Math, Pomona College, Claremont CA 91711.

PUBLICATIONS OF INTEREST

Newsletter of the Association of Faculty Women at the Univ of Wisconsin. Good description of how to organize on campus, and of the operation of a job clearinghouse. Also describes intervention of HEW leading to reprimand of a member of Med School faculty who exercised his "wit" regarding women in a lecture which was being taped.

American Journal of Sociology article by Elizabeth M. Havens shows that women earning substantial salaries are less likely to marry. (Or is it that married women are less likely to be highly paid?)

This publication is on file at the Women's History Research Center, 2325 Oak St., Berkeley CA 94708.

HAPPY NEW YEAR

MEMBERSHIP APPLICATION ASSOCIATION FOR WOMEN IN MATHEMATICS

Name _____

New _____

Address _____

Renewal _____

Individual _____

(3.00)

Family _____

(4.00)

Position _____

Institutional affiliation, if any _____

Make check payable to AWM and send to

Mary Gray
Dept of Math
American University
Washington DC 20016