

ASSOCIATION FOR WOMEN IN MATHEMATICS  
NEWSLETTER

VOLUME 4 NO 3

APRIL 1974

Report of the President  
Tax Exempt Status for AWM

On February 25 the Association was granted exemption from Federal income tax under section 501(c)(3) of the Internal Revenue Code. The ruling from IRS states that, "Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to or for your use are deductible under sections 2055, 2106, and 2522 of the Code." As you recall, our primary purpose in becoming incorporated was to seek tax exempt status so that the Association could solicit donations to aid it in its work. One of the things I would like to see us do is obtain funds with which we could offer postdoctoral fellowships to women in mathematics. There is currently a great need in the country for funds for postdoctoral fellowships for both men and women. However, in the past, when funds were available, most such fellowships were awarded to men with women given little encouragement to apply for such fellowships and hardly any chance of being awarded them should they apply no matter how good the women applicants might be. (For the first time since the Sloan fellowships in mathematics have been awarded, two have just been awarded to women: Joan S. Birman and Karen Uhlenbeck. Congratulations to both of them!)

If anyone has good suggestions of sources of funds for AWM, please write to me at the Department of Mathematics, Wellesley College, Wellesley, MA 02181.

Boston area meeting of AWM

The Boston area group of AWM held its annual spring meeting on March 20. This was the third anniversary of the group's first meeting. After short reports on the AWM meeting in San Francisco in January, discussion turned to the status of the graduate women in mathematics in the area. This had been the topic for discussion at the first meeting three years ago when many women graduate students felt strongly the lack of support and encouragement from some of the graduate faculties in the area. The situation seemed to have improved markedly in the intervening time with the present graduate students feeling that they are being encouraged and not discriminated against by the mathematical faculties at their respective institutions. The present state of the employment market in mathematics was also discussed, particularly as it applies to women.

File on interviews for non existent positions

One question which arose, and which has arisen before in the Boston area meetings and in meetings in other parts of the country, is whether some institutions are interviewing women for positions which exist on paper only; i.e., the women are being interviewed so that HEW and/or some affirmative action office can be told women candidates are being considered while in reality the positions have already been offered to and accepted by male candidates. The feeling was, and has been, so strong that this is the case that it was decided to start a file of such cases. Naturally, details of each individual case will have to be documented. After a file on each case has been completed, we will then decide to whom and to which agency to make a report on the case.

Anyone with information on interviews offered to women for positions already offered and accepted should send details, with documentation, to Association for Women in Mathematics, c/o Department of Mathematics, Wellesley College, Wellesley, MA 02181. The AWM members in the department will take on the responsibility of handling the file.

Next meeting of AMS Council

The next meeting of the Council of the American Mathematical Society will be at DeKalb on May 12. AWM will again request that it be listed in the opening paragraphs of the AMS meeting announcements as meeting at the same time as the AMS. (The Society already does so list MAA, Association for Symbolic Logic, SIAM, etc.) In addition, if any of you have questions and issues which you would like to have brought to the attention of the Council who are also members of AWM: Mary Gray, Lee Lorch, Barbara Osofsky, Jane Cronin Scanlon, Dorothy Maharam Stone. I feel sure that any, and all, of them will be glad to hear from you about your concerns.

Sectional meetings of AWM

I was very pleased to hear from Christine Boyd Stokes of the University of Mississippi volunteering to arrange for an AWM sectional meeting at the same time as the meeting of the Louisiana-Mississippi Section of the MAA next February. Linda Rothschild has arranged for a meeting of the AWM New York area group on April 12 (at the Biltmore Hotel, 4:30 p.m.) at the time of the AMS meetins. What about an AWM sectional meeting at DeKalb on May 13?

Alice T. Schafer

JOBS

HEW. Program analyst, GS-12, for Office for Asian American Affairs. Contact Mozelle Wilmore, Room 4332, HEW North Building, 330 Independence Ave. S.W., Washington DC 20201. 202-245-7555. Deadline 16 April. Program analyst, GS-11, Administration on Aging. Contact Carol Arrington, same address, phone 202-245-7166.

ST. CLOUD COLLEGE. Asst prof, computer science. Contact Kent Carlson, Chr. Dept of Math, SCSC, St. Cloud MN 56301. Deadline 15 April.

WASHINGTON STATE UNIVERSITY. Asst to Director, Agricultural Research Center. Computer expertise required. 12,500 to 15,000 for 11 months. Contact James Nielson, Director, Agricultural Research Center, WSU, Pullman, WA 99163.

SUNY, BUFFALO. Director, Education Opportunity Program. Ph.D with faculty, research and administrative experience. Contact William Baumer, Asst VP for Academic Affairs, SUNY, 201-K Hayes Hall, Buffalo NY 14214.

CHRISTOPHER NEWPORT COLLEGE. Math position in Basic Studies Program. Contact Albert Millar, Chr, Search Comm, CNC, POBox 6070, Newport News VA 23606.

ARKANSAS COLLEGE. Data Processing Manager. B.A. plus computer experience. Contact Richard Thomas, business manager, AC, Batesville Ark 72501.

LANDER COLLEGE. Dean of Student Affairs. Earned doctorate. Contact Elizabeth Jervey, Screening Comm., LC, Greenwood SC 29646. Deadline 15 April.

RUSSELL SAGE COLLEGE. Asst to the Dean of Faculty. Contact Dr. Lois Smith, Dean of Faculty, RSC, Troy NY 12180.

UNIVERSITY OF MARYLAND, EASTERN SHORE. Research associate. Analytical, quantitative skills. Doctorate preferred. Contact Carole Henkin, UMES, Princess Anne MD 21853.

WINTHROP COLLEGE. Asst VP for AA and Dean of Graduate Studies. Earned doctorate, administrative experience or competence. 20,000+. Contact Helen Loftis, Chr, Graduate Search Comm, c/o Office of the President, WC, Rock Hill SC 29730.

WALDEN UNIVERSITY. Executive VP. Contact Search Comm., WU, 1191 Eighth Street South, Naples FL 33940.

ERIE COMMUNITY COLLEGE. President, salary in the 30's. Contact Presidential Search Committee, Board of Trustees, ECC, Williamsville NY 14221.

UNIVERSITY OF CALIFORNIA, IRVINE. Vice Chancellor, Academic Affairs. Contact Dean Jonas Schultz, Graduate Division, UC, Irvine CA 92664.

WESTERN WASHINGTON STATE COLLEGE. President. Contact Paul Hanson, Chr, Presidential Search Comm, 342 Wilson Library, WWSC, Bellingham WA 98225. Dean of College of Arts and Sciences. Contact Arts and Sciences Dean Search Comm., 120 Main, WWSC. Deadline 30 May.

UNION GRADUATE SCHOOL. Director of alternative Ph.D. Program. Experience with individualized learning and with doctoral candidates desirable. Must be free to travel. Contact King Cheek, Chr, Selection Comm., c/o Walter Buchmann, Union for Experimenting Colleges and Universities, Yellow Spring OH 45387.

IOWA STATE UNIVERSITY. Dean, University Extension. Contact Roger Lawrence, 108 Curtiss Hall, ISU, Ames Iowa 50010.

BURLINGTON COUNTY COLLEGE. Division Chairperson, div. of Science, Math and Technologies. Contact J. Daniel Baker, BCC, Pemberton-Browns Mills Road, Pemberton NJ 08068.

PURDUE UNIVERSITY, FORTWAYNE. Director, General Studies Programs. Ph.D. and experience in remedial programs preferred. Contact Roger J. Manges, Dean and Director, Purdue, Ft. Wayne IN 46805.

AGNES SCOTT COLLEGE. Dean of Students. Master's plus administrative experience. Contact The President, ASC, Decatur GA 30030.

CALIFORNIA STATE COLLEGE, SAN BERNARDINO. Dean of Continuing Education. Salary to 29,748. Doctorate plus 3 years teaching and 3 years administrative experience. Contact Gerald Scherba, Academic VP, CSC, San Bernardino CA 92407.

MARYLAND COUNCIL FOR HIGHER EDUCATION. Staff specialist, higher education programs; doctorate and teaching experience preferred. 16,799-22,068. Contact Joseph Keimig, Assoc, Exec. Director, MCHE, 93 Main, Annapolis 21401. Deadline 15 April.

MASSACHUSETTS INSTITUTE OF TECHNOLOGY. Asst Dean, Graduate School. Contact Dean Irvin W. Sizer, MIT, Cambridge MA 02139.

UNIVERSITY OF NEVADA, LAS VEGAS. Position in computer science plus 1 or 2 visiting positions in numerical analysis or functional analysis/applied math with comp sci background. Contact S. Verma, Chr, UNLV, Dept of Math, Las Vegas Nevada 89154.

UNIVERSITY OF MONTANA. Visiting asst or assoc prof in math ed. Contact Charles A. Bryan, Dept of Math, UM, Missoula Montana 59801.

UNIVERSITY OF NEW MEXICO. Asst prof of comp sci. Contact D.R. Morrison, Director, Div of Comp and Information Science, UNM, Albuquerque NM 87131.

DEFENSE COMMUNICATIONS AGENCY. Education specialist (science and technology) GS 13/14. Contact DCA, ATTN: Code 721, 8th and South Court House Rd, Arlington VA 22204. Deadline 24 April.

CALIFORNIA POLYTECHNIC STATE UNIVERSITY. Lecturer in comp sci and stat, summer quarter 1974 only. Contact department chairman, CPSU, San Luis Obispo CA 93407.

UNIVERSITY OF DELAWARE. Asst prof in stat. Contact Henry B. Tingey, Dept of Stat and Comp Sci, UD, Newark DE 19711.

OPERATIONS RESEARCH INC. 1. Systems Engineer (3 openings). 7+ years experience, BS/MS or PhD EE. 2. Electrical Engineer (2 openings). 5+ years experience, BS/MS or PhD EE. 3. Software Systems Engineer (1 opening). 8-10 years experience in software, software documentation familiarity with 8506 software documentation standards, knowledge of AN/UYK-) necessary. BS Physical science, math or engineering. 4. Scientific programmer (2 openings). FORTRAN experience, BS Physical Science, math or engineering. 5. ASW Analyst (1 opening). 5+ years experience, BS/MS in engineering or physics. 6. Strategic Analyst (1 opening). 5+ years experience, BS/MS in math or physics. Contact JoAnn Olmen, ORI, 1400 Spring St, Silver Spring MD 20910

READING AREA COMMUNITY COLLEGE. President. Contact Chr, Selection Comm., RACC, Fremont and Bruckman Avenues, Reading PA 19605.

UNIVERSITY OF MASSACHUSETTS. Staff associate for academic affairs. 15,000+. Contact Office of the President, 1 Washington Mall, Boston 02108.

SUNY BROCKPORT. Dean, Graduate Studies and Research. Contact John C. Crandall, VP for Instruction and Curriculum, SUNY, Brockport NY 14420.

UNIVERSITY OF MISSOURI, ST. LOUIS. Dean, graduate school. Contact B. Bernard Cohen, Dept of English, UMSL, St. Louis MO 63121.

OAKLAND UNIVERSITY. Assoc dean, science and math. Contact Dean Reuben Torch, CAS, Oakland Univ, Rochester MI 48063.

JUNIOR COLLEGE OF ALBANY. Dean. Contact Charles U. Walker, President, Russell Sage College, Troy NY 12180.

UNIVERSITY OF ARIZONA. Director, Continuing Education. Contact G.M. Munsinger, Asst Exec. VP, UA, Tucson AZ 85721.

NORTHEASTERN ILLINOIS UNIVERSITY. VP for Academic Affairs. Contact Jean Kelchauser, Office of the President, NIU, Bryn Mawr at St. Louis, Chicago IL 60625. Deadline 1 May.

TULANE UNIVERSITY. President (effective July 1975). Contact Gerald Andrus, Chr, Presidential Serach Comm., The Administrators of the Tulane Educational Fund, Suite 1704, 225 Baronne St New Orleans 70112.

SOUTHERN ILLINOIS UNIVERSITY, CARBONDALE. President. Contact Willis E. Malone, Chr, Search Comm. Office of the President, SIU, Carbondale IL 62901. Deadline 20 May.

COLLEGE OF ST. ROSE. Undergraduate dean. Contact VP for Academic Affairs, CSR, Albany NY 12203. Deadline 1 May.

UNIVERSITY OF SOUTH CAROLINA, SPARTANBURG. Position in comp sci and applied math. Contact Mr. David Taylor.

BROOKLYN COLLEGE. Math dept chairperson. Contact Mordecai Gabriel, Dean, School of Science, BC, Brooklyn NY 11210.

PENN STATE UNIVERSITY, CAPITOL CAMPUS. Asst or assoc prof of comp sci. Contact George D. Wolf, Dean of Faculty, OSU, Capitol Campus, Middletown, PA 17057.

GOVERNORS STATE UNIVERSITY. Coordinator of computing services. Contact Gerald Baysore, Chr, Search Comm., GSU, Park Forest South, IL 60466.

BOSTON UNIVERSITY. Asst prof, interdisciplinary studies, to teach 2 courses per semester and administer interdisciplinary degree program. Salary to 13,000. Contact John M. Head, Assoc Dean, Metropolitan College, BU, Boston MA 02115.

UNIVERSITY OF RHODE ISLAND. 1 Continuing appt with rank and salary negotiable. Established reputation in applied math. 1 one-year appt as asst prof, specialization in numerical analysis, approximation theory, optimal control or probability preferred. Contact G. Ladas, Chr, Dept of Math, URI, Kingston RI 02881.

UNIVERSITY OF ALABAMA. Asst prof of comp sci. Contact Naim A. Kheir, Chr, Comp Sci Program, School of Science and Eng, UA in Huntsville, P.O. Box 1247, Huntsville AL 35807. (2)5)895-6380.

SHIPPENSBURG STATE COLLEGE. VP for Academic Affairs. 27,000. Contact Donald G. Ernakovich, Asst to the President, Shippensburg PA 17257. Deadline 1 May.

UNIVERSITY OF CALIFORNIA, BERKELEY. 1 asst prof position in applied math (with priority in combinatorics), beginning '74 or '75. Contact M. Rosenlicht, Chr, Dept of Math, UCB, Berkeley CA 94720.

UNIVERSITY OF DELAWARE. Chairperson, dept of stat and comp sci. Contact David F. Bauer, Search Comm., Dept of Stat, Comp Sci, UD, Newark DE 19711.

SAN DIEGO STATE UNIVERSITY. Asst prof, women's studies. 11,340-13,788. Contact Shelly Chandler, Dept of Sociology, SDSU, San Diego CA 92115.

GLASSBORO STATE COLLEGE. Asst or assoc prof in comp sci. 11,601-14,102. Contact Pat Smiley, Dept of Math, GSC, Glassboro NJ 08028.

EASTERN MONTANA COLLEGE. Asst or assoc prof in math ed, doctorate required, elem ed experience preferred. 10,000-13,000. Contact Benedict J. Surwill, Dean, School of Education, EMC, Billings MT 59101.

SUNY AT BUFFALO. Applications are invited from candidates who are excellent in both teaching and research for positions at the following levels: asst prof, applied math first priority; asst prof, field unspecified; visiting or tenured prof or assoc prof, analysis, applied math and any other field; George William Hill and Emmy Noether Research Instructors, field unspecified (write for special application forms). Contact Nicholas Kazarinoff, Chr, Dept of Math, SUNY, Amherst NY 14226.

UNIVERSITY OF VERMONT. Chairman of new degree-granting program in comp sci, Ph.D. in comp sci or closely related field, significant academic experience in comp sci and demonstrated ability as an effective manager and leader essential. Contact John S. Hanson, M.D., College of Medicine, chr, Search Comm., Burlington VT 05401.

UNIVERSITY OF TEXAS. One or two jr. level regular faculty positions, 2-yr initial appointment, two-course load per semester. Contact Recruiting Comm, Math Dept, UT, Austin TX 78712.

CARNEGIE-MELLON UNIVERSITY--UNIVERSITY OF PITTSBURGH. Asst prof of statistics. Two positions at Carnegie-Mellon Univ, Dept of Stat, and one in the Dept of Math, Univ of Pittsburgh. Each is a 3-yr appointment beginning Sept 1974. Applicants should have Ph.D. by fall 1974. Duties include research, teaching, and consulting. Contact John Lehoczky, Chr, Joint Search Comm, Dept of Stat, Carnegie-Mellon, Pittsburgh PA 15213.

MARQUETTE UNIVERSITY. Openings at the asst prof rank in three areas: stat, math ed, and applied math. Contact W.E. Lawrence, Chr, Dept of Math, MU, Milwaukee, WI 53233.

BROWN UNIVERSITY. One-year research asst professorship, 10,000+. Contact Jack K. Hale, Chr, Div of Applied Math, BU, Providence RI 02912.

RUTGERS UNIVERSITY. Openings at all levels in Dept of Comp Sci. Special attention to affirmative action. Contact Saul Levy, Dept of Comp Sci, Rutgers Univ, New Brunswick NJ 08903.

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE. Dean, School of Science and Math. 24,468-29,748. Contact Kenneth A. Wilson, Chr, Search and Screening Committee, School of Science and Math, CSU, Northridge CA 91324.

UNIVERSITY OF ILLINOIS. Six to ten temporary or visiting positions for mathematicians whose research interests are such that a year or two in Urbana would be beneficial both to their research and to that of the dept. Permanent positions: senior position for classical or functional analyst; junior position in math stat with an interest in applied stat; junior joint appt with dept of theoretical and applied mechanics; junior position in math physics or math biology. Contact Paul T. Bateman, Head, Dept of Math, UI, Urbana, IL 61801.

REED COLLEGE. One year asst prof position. 10,300, teaching load 10 to 12 hours. Preference to someone who can teach comp sci. Contact Lloyd B. Williams, Chr, Dept of Math, RC, Portland OR 97202.

UNIVERSITY OF ALABAMA, HUNTSVILLE. One instructorship, master's required, further training desirable. Teaching load 24 hours per year. Contact F.L. Cook, Chr, Dept of Math, UA, Huntsville, AL 35807.

OKLAHOMA STATE UNIVERSITY. Two 3-year, with possibility of renewal, asst professorships. 11,000-12,000. Algebra, analysis or applied math preferred. Contact John Jewett, Head, Dept of Math, OSU, Stillwater 74074.

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS. Assistant directors, New York and San Francisco offices. Legal or labor relations background desirable. Collective bargaining and academic freedom and tenure positions in Washington Office. Contact Bertram Davis, General Secretary, AAUP, One Dupont Circle, Washington DC 20036.

WESTERN MICHIGAN UNIVERSITY. Asst prof in comp sci, interests in systems and software. Contact A. Bruce Clarke, Chr, Dept of Math, WMU, Kalamazoo MI 49001.

SUNY COLLEGE AT BUFFALO. 2 or 3 year appt as asst prof of math (possibility of renewal). Earned doctorate with a strong background in math and computer utilization. Contact Richard A. Wiesen, Chr, SUNY College, Dept of Math, 1300 Elmwood Ave, Buffalo NY 14222.

SOUTHERN COLORADO STATE COLLEGE. Part-time instructors for summer quarter. Contact Director, Personnel Services, SCSC, Pueblo CO.

COTTEY COLLEGE. Dean. Contact Marjorie H. Goss, Chr, Search Comm., CC, Nevada MO 64772.

UNION COUNTY TECHNICAL INSTITUTE. Programmer analyst. One year experience on a DOS system with knowledge of Assembler or ANS COBOL. Salary to 12,900. Contact E.M. Staman, Director of Computer Center, UVTI, 1776 Rarltan Rd, Scotch Plains NJ 07076.

NORTH DAKOTA STATE UNIVERSITY. Dean, college of science and math. Ph.D. plus established research reputation and administrative experience. Contact Dean Search Comm., College of Science and Math, NDSU, Fargo ND 58102.

RUSSELL SAGE COLLEGE EVENING DIVISION. Part-time instructors. Contact James P. Moran, Dean, RSCED, 140 New Scotland Ave, Albany NY 12203.

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Report from the Editor

As chairperson of the national Committee on the Status of Women in the Profession (Committee of AAUP) I am the recipient of many complaints about the perceived lack of attention from the national staff to women's problems--in particular about the fact that no reports from the Committee on Academic Freedom on discrimination have appeared in the AAUP Bulletin and resulted in the censure of institutions. While I cannot yet judge the merits of the complaints, I can say that many women with good cases find federal and state agencies or direct law suits a faster and certainly more effective means of redress. However, do not neglect a local AAUP chapter or chapter Committee W as a source of advice and assistance and contact me or Margaret Rumbarger of the national staff if you think we can help. Also--remember that by dint of great effort we got a resolution passed at the AMS meeting in January calling for various forms of assistance, including financial aid for legal expenses, in cases of discrimination. But the last I heard, Paul Mostert (Univ of Kansas) had still to hear a request for his committee's help from a woman charging discrimination at a university or college. So that's where to go; if you want, let AWM know about it so we can do some follow-up if there is no action.

Towards implementation of another resolution of the AMS meeting, I am currently drawing up some standards on class sizes and teaching load since if we are to work to improve conditions, as the resolution calls for, we need some guidelines in hand, especially when dealing with administrators. I intend to present these to the AMS Council meeting in May, so I'd appreciate information on speed-up efforts and suggestions on how to combat them.

I also intend to revive the issues of blind refereeing and a hiring code and am always anxious for suggestions on the employment problem.

My special thanks to the Boston area AWM, who will get this issue of the newsletter reproduced and mailed.

Mary Gray

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

The Philadelphia area AWM has inherited the AWM Employment Register from Judie Elkins. We have an active local group here and have been able to split the work among several people - most notably Joanne Darken, Harriet Lord, and Francoise Schremmer. † have been serving as collector of information - both jobs and job seekers - and have been surprised at the small number of letters and resumes I have received. If you are looking for a job send me your resume and we will periodically send you lists of jobs we have heard of. Also if we hear of a job for which you seem particularly suited we will write you immediately. For those of you who are employed by a department that is hiring, let me know but also please encourage your chairman or hiring committee to contact me directly so we can pass on the most accurate information possible.

Judy Green  
Rutgers University  
Camden NJ 08102.

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LETTERS TO THE EDITOR

Dear Professor Gray:

Why the dickens do Roitman and Glasner (January Newsletter) advocate having all-women sections of courses? Is this an attempt for women to get the best students for themselves? (The very best calculus class among the many I have taught was an all-women section at Radcliffe in the early 1940's, but I didn't approve of the idea then and I don't approve of it now.) If you want to be equal, by all means be equal.

Sincerely yours,  
R.P. Boas

Dear Mary:

Upon reading the exchange of letters between the secretarial staff in Berkeley and the Judy's, I was reminded of the following episode. When I was a graduate student at M.I.T. during the war, I was offered a part-time job as a lab assistant at 90 cents per hour. My objections to such a pitiful salary were received with hostility by the secretary, who said that she earned no more. I retorted by saying that the additional years of struggle I had devoted to earning an M.S. in physics deserved recognition.

The problem is a fundamental one at this stage of man's history and it cannot be alleviated with grateful words, such as "I know that you are essential", nor with conscience-salving Marxist jargon about class-consciousness. The person who feels that he is fulfilling his talents does not need to draw pleasure from his power to "shut down a University." Menial labour, secretarial labour of a routine kind, clean-up labour, non-autonomous labour, are second best occupations to creative work of whatever kind in the personal rewards they offer. And every one of us does have a unique creative ability. In the long run these occupations will have to be shared equally by all. Much of this labour can be eliminated by increased automation but the rest of it will have to be everyone's responsibility.

In the meantime we must expect and respect the resentment our privilege inspires. Perhaps the best way to atone for this privilege is to give time to teaching mathematics to adults who have not had the same educational opportunities and to take an interest in guiding those who request our help towards more equal and creative careers.

Miriam Lipschutz Yevick

## FORGOTTEN MATHEMATICIANS

During the January meeting in San Francisco I arranged for a meeting of math graduate students and untenured and unemployed mathematicians to discuss the problems facing mathematicians who do not hold tenured positions. Predictably, there was a larger percentage of women present than at most mathematical gatherings.

Among the things we discussed were: the possibility of NSF support for unemployed mathematicians and for employed mathematicians whose institutions don't support their research; the possibility of using mathematics and mathematicians in socially useful endeavors; the inadvisability of using television and other technological teaching devices as replacements for rather than supplements to teachers; and the economics of part-time employment.

Before coming to the meeting I had heard much discussion of this last issue, focused particularly on the view that part-time academic employees should not be denied the possibility of tenure. The discussion at the meeting was oriented toward compensation rather than toward tenure possibilities. There was a widespread belief that compensation for part-time positions is almost always disproportionately low. For this reason the consensus was that the habitual use of part-time positions will force those pursuing full-time careers into an unwinnable competition with cheaper labor. I also sensed an unexpressed fear on the part of some of the women present (possibly just me) that the existence of decently paid part-time positions would generate social pressures that would make it virtually impossible for a married woman to obtain a full-time position.

In a letter to those who attended the meeting I asked the following questions to which I hope you will also respond.

How can we document the fact that there are more than a handful of people who have had to drop out of the profession because of the current job crisis? In particular, if you are such a person or you know of someone let me know.

Can we work with tenured faculty against abolition of tenure when, because of tenure saturation and AAUP guidelines, some of us are losing jobs and can't get others? I personally hope the answer to that is yes and that some of you have ideas of how we can work with, rather than against, tenured people.

Judy Green, Rutgers Univ, Camden NJ 08102  
Statements Representing the Sense of the Meeting of Thursday, January 17, 1974, 7:30 to 10:30 p.m.

1. The routine use of part-time employment of mathematicians to teach course sections in lieu of creating full time positions for these people is to be deplored. Part time employment should be used only in emergency situations, people employed on a part time basis should be as qualified as those employed on a full time basis, part time employment should carry with it responsibilities like office hours and some service to the department, and the remuneration rate (including fringe benefits) for part time employment should be based on a percentage of the salary the same person would earn, were that person employed full time.
2. Some funds from the National Science Foundation's summer research program should be diverted to the year round support at subsistence level of research done by unemployed mathematicians. NSF distributes approximately 14 million dollars in summer research grants. If only 2 1/2 million were diverted, 500 otherwise unemployed young mathematicians could be supported at a subsistence level of 5000 dollars each. In addition, in awarding summer grants first consideration ought to be given to mathematicians whose institutions do not support their research endeavors during the academic year.

\*Editor's note: I hope no age discrimination is intended.



3. The AMS should go on record as opposed to anything which substitutes technology for man power in the classroom, especially when such substitution is made for purely economic reasons. Colleges are admitting higher and higher percentages of educationally disadvantaged students. Economic realities being what they are, this trend will probably accelerate in the future. These students deserve the best teaching they can get at the earliest levels. If a student can't write well no one really expects him to learn how to do so via a television presentation of the principles of grammar. So too, if a student is mathematically illiterate, he needs personalized attention from a competent professional. Technology certainly has a place in higher education, but its place is supplementary rather than primary.
4. Mathematics needs to be recognized as a socially useful endeavor both by society at large and by individual mathematicians. The AMS should actively work for the increased utilization of mathematicians in the areas of ecology, transportation, energy, education and other social concerns. Reorientation of mathematicians toward interdisciplinary fields should be encouraged.
5. The Society should actively seek to implement the resolutions passed at the Business Meeting.

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#### PROFILE OF AWM MEMBERS

This month--Ann Pape

Ann Pape has been teaching algebra and geometry at Abraham Lincoln High School in Denver, Colorado, since 1965. Ms Pape is active in a variety of conservation and mathematics organizations. She is a Denver native and graduate from North High School, earning a bachelor's from Loretto Heights College and her master's from the University of Denver. Ms Pape owns the Meadowlark Kennels, where she works at raising Airedales. She owns four Airedales and is planning to get two more from Germany this spring.

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#### QUOTE WITHOUT COMMENT

From the clipping service provided by the MAA:

"It has recently been announced that Professor R.D. Anderson of Louisiana State University has been appointed a member of the National Science Foundation's Advisory Committee for Science Education. This committee is charged with providing advice and recommendations concerning the impact of all Foundation activities (including research; scientific information; and international programs; as well as specifically, "education" programs) relating to education in the sciences in U.S. schools, colleges, and universities.' ...

"Professor Anderson has also recently been elected a member of the Association's Finance Committee and Member-At-Large of the Council of the Conference Board of the Mathematical Sciences."

Editor's note: Prof Anderson has also recently been reappointed to chair the AMS Committee on Employment and Educational Policy and led the fight against all three of the Resolutions passed by the AMS Business Meeting in January.

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#### GRANTS

One of NSF's best kept secrets is the existence of funding for "Studies and Experimental Projects Directed Toward Increasing The Participation of Women in Careers In Science." The proposal deadline for 1974 is past, but it will be extremely interesting to see what sorts of projects conducted by whom are funded.

The Ford Foundation has awarded 14 faculty fellowships for research on the changing role of women in society, not one to a person in math or science.

## THE LAW

While we may deplore the slowness of our employers in conforming to anti-discrimination laws and executive orders, at least there are guidelines by which to measure their performance. The regulations for enforcement for Title IX of the Higher Education Act of 1972, which tries to assure equal treatment of women students, are still being held up by HEW Secretary Caspar Weinberger and the Administration. The main stumbling block seems to be the result of the National Collegiate Athletic Ass'n nationwide lobbying campaign to exclude physical education and athletic programs. Whether you feel strongly about equal access to and funding for programs for women, NCAA has no business trying to rewrite the law; in particular, NCAA has written to its member schools to urge them to write their Congressmen and Secretary Weinberger. A good test of the intentions of your institution is their response when you ask whether they complied with this NCAA request for help in continuing to be able to discriminate legally against their women students. A second test if you are covered by TIAA - ask whether your employer wrote to the Labor Department at the request of TIAA to urge them to keep their ruling which would permit TIAA to pay unequal monthly benefits, rather than changing to the EEOC interpretation which would disallow such practices.

Ohio has ratified the ERA. Only 5 more states to go.

Did you catch in all the Watergate news that in the documentation on the activities of White House Aide Frederick Malek it is alleged that the White House interfered with the EEOC investigation of the University of Texas?

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## THE QUEEN BEE FLIES AGAIN

You may recall that last year in the newsletter the editor talked of the Aunt Sally and Queen Bee complexes. Similar material was used in a talk for the American Association for the Advancement of Science, and while the notions are by no means original, several national magazines picked up on these and ran short items. Now in the January issue of Psychology Today comes a report on the Queen Bee Syndrome from the University of Michigan's Institute for Social Research. Its authors claim that "women who succeed in the 'man's world' of work often become 'Queen Bees' and try to keep other women from entering the game." They contend that Queen Bees are "countermilitant" largely out of self-interest. "Many successful women relish the fact that they are 'special,' that they have unique qualifications that allow them to get high-ranking positions normally denied to women. Non-discriminatory policies become threatening. Queen Bees do not want competition for their jobs any more than men do...The Queen Bee has typically worked very hard to get where she is; having gone through a difficult initiation, she doesn't want younger women to have it any easier than she did. ... Queen Bees are suspicious of the women's movement which wants to change some of the rules of the game and to let in more players, a threat to those who are winning under the current rules. The Queen Bee thereby disassociates herself from the fundamental issues of equality for women, while reassuring her male colleagues that she is not of that militant ilk." The researchers conclude that since the Queen Bee has succeeded as an individual, she can be expected to believe that if women are second-class citizens, it is their own fault. "By insisting that the present system is open and fair to all, and that success is a direct result of personal talent and striving, the Queen Bee allows herself the luxury of self-congratulation. She is not at the top because of favoritism or fortune, but because she deserves to be there."

## PUBLICATIONS

Sex Discrimination, Educational Institutions, and the Law: A New Issue on Campus. October 1973 issue of Journal of Law and Education. Reprint available from AAC Project on the Status and Education of Women, 1818 R St, NW, Washington DC 20009.

Ms Liberty. Coloring book for children. Golden West Publishers, 4113 N. Longview, Phoenix AZ 85014.

You Won't Do--What Textbooks on U.S. Government Teach High School Girls. Includes annotated source list of 150+ studies and remedies. By Jennifer MacLeod and Sandra T. Silverman. 2.25 from Know, Inc. Box 86031, Pittsburgh PA 15221.

"Foundation Grants to Women's Groups," in Fall 1973 issue of Women's Studies Newsletter, by Marjorie Fine Knowles. Feminist Press, Box 334, Old Westbury NY 11568.

Affirmative Action for Women: A Practical Guide, by Dorothy Jongeward and Dru Scott. Transactional analysis techniques for implementing affirmative action. 8.95, Addison-Wesley, Reading, Mass. 01867.

Sexist Justice: How Legal Sexism Affects You, by Karen DeCrow. Random House, New York.

On the Subjection of Women, by John Stuart Mill, new edition with introduction by Susan Brownmiller. Fawcett, 1515 Broadway, New York 10036.

## MARRIAGE TAX

This April 15 if you are married and you both have incomes, figure your marriage tax. First compute your tax on your combined incomes, using the rate schedule for married persons filing jointly. Then compute your tax on each income separately from the married persons filing separately and add the two obtained this way. If the incomes are exactly equal, they will be the same; otherwise the second will be somewhat less. Now compute the tax on each income separately using the single persons rate schedule and add the two obtained this way. Subtract from the the figures obtained in either of the first two processes and weep--this is your marriage tax. Now write your Congressman and ask him to support H.R. 715.

## INTERNATIONAL WOMEN'S YEAR

1975 has been proclaimed International Women's Year by the United Nations. For information write United States Center for International Women's Year, Meridian House International, 1630 Crescent Place, N.W. Washington DC 20009.

## JOBS

UNIVERSITY OF GEORGIA. Institutional Research Analyst. Doctorate with strong quantitative background, including stat. Contact C. H. Edwards, Director of Institutional Research and Planning, 310 New College, UG, Athens GA 30602.

BLOOMSBURG STATE COLLEGE. Exec Asst to the President. Doctorate with teaching and administrative experience. 19,000-24,000. Contact Robert G. Norton, Chr, Search and Screening Comm., Office of the President, BSC, Bloomsburg PA 17815. Deadline 19 April.

UNIVERSITY OF UTAH. Assoc VP for Academic Affairs. Contact Sandra Haggerty, Chr Search Comm., c/o Office of the VP for Academic Affairs, UU, Salt Lake City UT 84112. Deadline 15 April.

MARYVILLE COLLEGE. Academic Dean. Ph.D. or Ed.D. plus 5 years experience. Contact Bruce W. Stender, VP, Dean of the College, MC, 13550 Conway Road, St. Louis MO 63141.

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Make check payable to Association for Women in Mathematics and send to  
Mary Gray, Department of Mathematics, The American University,  
Washington, D.C. 20016.

M. W. Gray  
Department of Mathematics  
The American University  
Washington D.C. 20016

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