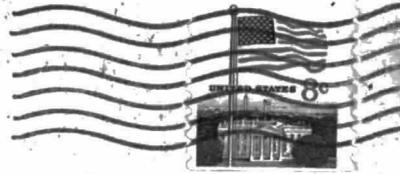


M. W. Gray
Department of Mathematics
American University
Washington, D.C. 20016
September 1973
Address Correction Requested



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Karen M Heath
~~708 Washington St~~
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September 1973
FILE

Sept 1973

In preparation for the incorporation, Mary Gray drew up a constitution and the lawyer in Boston who is handling the incorporation case for us used it to write a set of By-Laws for AWM, which had to be filed with the application for incorporation. The By-Laws will appear in the Newsletter as soon as Mary has space for them. As you are aware, the two advantages to AWM in being incorporated are that we can now apply to the Federal Government for tax exempt status as a non profit organization and that we can solicit funds from individuals or groups who might be willing to give to a non profit organization since such gifts would then be tax deductible. The application for tax exempt status for AWM is being readied and will be filed as soon as we hear that AWM is incorporated.

I want to thank each of you who sent a dollar, over and above membership dues, to help defray the cost of incorporation. I hope that this "Thank you" will take the place of an individual note to each of you. Unfortunately, it now looks as though incorporation will cost about \$500 and there are barely sufficient funds in the Treasury to cover that amount, so if any of you have not sent your dollar for incorporation, please send it to the Treasurer, Mary Gray. Also if you have any suggestions of possible donors to AWM, please send your suggestions to me and we can start contacting such people.

Suggestions for Executive Committee and Help for Newsletter

If you have any suggestions for the Executive Committee or for tasks that you think AWM should undertake this year, please let us know. There will be a meeting of the Executive Committee in January, so let us hear from you before then if at all possible. Finally, Mary Gray would appreciate any contributions for and help with the Newsletter, so let her know if you are willing to help. Let's make 1973-74 another good year for AWM!

***** Alice Schafer, Wellesley College

WOMEN IN MATHEMATICS III

I want to comment on Marion D. Cohen's comments (June newsletter) on Mary Gray's piece on Women in Mathematics (Math Monthly, May 1972) and take her remarks one step further:

When Dr. Cohen refers to the difficulties of getting into "buddy-buddy" relationships with male colleagues, I think she is very near to what I have for long considered the really central problem women have in doing mathematics, namely that, on the one hand, working with colleagues is exciting and necessary, while at the same time, men enjoy being just men, and the last thing they want is women joining in their games. This is not as innocent as it might sound. True enough, men have a right to seek out each others' company. But it might just be illuminating to ask why this is in fact so desperately important to them. I submit as a partial answer--(partial because effects are over-determined, a particular phenomenon may and does have many causes)--but a partial answer of no small importance--that for many, if not most men, the satisfactions of work are not merely in the joy of work, but precisely in this, that the work is an excuse to avoid, get away from women! Whether we like it or not, men are more afraid of women than they like to admit, considerably more, I believe, than women are of men, and machismo, the formation of male clubs (or gangs) is one way of getting away from facing the difficulties inherent in work and friendship, not to mention love, with women.

So I think when "the boys" are working overtime at the office and at the lab, it is possibly largely because they really would rather play with each other than go home and face the need to be mature, responsible partners to their women. Furthermore, where there is fear, there is hate, and let's face it--it's easier to hate, especially when the feeling can be kept largely "unconscious" and the myth of the supreme importance of the work used to justify hiding away and excluding those we fear.

There is an explanation implied in these remarks of another well-known phenomenon: women are sometimes, if grudgingly, granted peer status in the mathematical community--but the price exacted is a loss of sexuality. That is, if she is "pretty" or "attractive" she is feared, kept out, or, if necessary, played with (yes, yes: as a "sex object"). But if she consents to being "plain," she is more easily admitted, until, the crowning achievement of

Emmy Noether, Hilbert's "she is not a woman!" gets us to where castration is seen as a reward rather than a punishment.

So be plain, girls; don't be feminine. Try to be one of the boys. It is your femaleness, after all, which they fear. Give it up, and maybe they'll let you in to play, at least some of the time. But hold your head high and be a woman, and they'll show you soon enough who's not wanted. Or if you must try to live full lives, as wives and mothers--apologize for it, be humble. Work at home, work part-time, above all--cover up your sexuality. Don't be female, it scares the boys. As a castrated woman, you still won't really rate, they'll never be really natural around you unless you can be young and adoring--as an eternal student they'll sometimes let you play for a few years. But one way or another, it'll get to you.

Oh--I do have an answer, in case all this sounds hopeless, but it's hard: we're going to have to invent "female mathematics." The subject may be unsexed, but the people who do it aren't, and life-style like any kind of style will impress itself on the subject matter. So first, women of the world--be women! Don't try to be imitation men; that's stacking the game from the start so you can't possibly win. And then, go out and do mathematics if that's what you want to do, but do it as women. Play "adoring disciple" to the best male chauvinist you can find, if those are his terms. Hang around the boys as long as you can stand the rejection. But "au fond"--try to remember, all the time, that mathematics is THERE, to be done, and you don't have to do it as a competitive game in a motorcycle gang--you can do it as pure play, for yourself and with the two or three people (maybe even a few women) who want to play, and play with you. It really is best if you just learn to do it alone and don't try too hard to get in on all that stimulus with the colleagues--it costs a lot, that stimulus.

Marianne Smith

Dear Editor,

A sort while ago I addressed a group of Princeton women undergraduates at a seminar on "Opportunities for Women in Mathematics and Statistics." My remarks might perhaps be of interest to a wider audience of coeds.

To start with a little illustrative episode which punctuated my stay here as a Visiting Fellow in the Department of Statistics: I am at work in my office in the evening, the telephone rings.--"Is Professor S. there?"--"No, Professor S. is not here." --"Are you his secretary?"--"No." --"Are you the cleaning lady?"--"No, I am neither the secretary nor the cleaning lady!"--"Oh...." a puzzled silence terminates the call just as I am about to add: "I am Professor Y."

My professional experience, fortunately, is that of a past generation. One of its aspects could nevertheless be of great relevance to the young women of today. My story briefly was as follows: I obtained a Ph.D. in mathematics from the Massachusetts Institute of Technology in 1947. Shortly before graduation I approached the lady in charge of finding employment for women graduates. She assured me that I would be unable to locate an academic job in the vicinity of my husband's future place of employment. He graduated at the same time, at a comparable level of competence and was showered with offers, since the supply of young Ph.D.'s had dried up during the war years. Her predictions for my future were confirmed by the replies I received to some dozen letters of application. None was answered in the affirmative, some stated in so many words; "women need not apply."

On the advice of my thesis advisor I did the next best thing: "stay home and learn some more mathematics." For a number of years I worked essentially alone, until with increased competence and self-confidence and wider contacts, I did little by little edge my way into various jobs, none very near my husband's place of work. Motherhood again required that I stay home for some years, but my past habits made it easier to assert my right not to stagnate intellectually and to keep at my work a few hours daily. The setbacks I suffered as a woman in gaining employment thus contributed something positive:

I learned to work and think on my own. I had the leisure to broaden my knowledge and inquiries beyond the boundaries imposed by academic and professional pressures. I could risk not to follow the prevailing intellectual fashions. I also felt free to devote time to thinking and writing about historical and social problems. I kept my independence and came to value it so much that I have insisted on remaining a half-time professor (at half pay and workload) even when my other obligations became minimal.

Things have changed. MIT has invited me to participate in a conference on "One Hundred Years of the New Woman." Many important and powerful people from the corporate and academic elite will address the young women and assure them that the gates are wide-open: "Put your talents to work with us. There are, it is said, jobs galore in particular in the vast domain of computer-related technology, since we have only begun to exploit its enormous potential. Come and join us, compete with us as equals in our high-pressure world. Be one of the boys..."

I have been "one of the boys" this year at Princeton. Professionally it has been a most exciting time. I have worked harder than I remember having done since my graduate student days. I have been propelled by a compulsive urgency to produce, generated by the technical challenges of my work and the example of the intense and stimulating intellectual effort expended by all those around me.

I have also been burdened less by the needs and feelings of my immediate family, usually a daily concern of women. I have concerned myself little with politics once the election was lost, nor have I given much thought to world problems or the predicaments of the less fortunate members of humanity. I have cared less...

My emotional and social horizons have shrunk (not forever, I do hope) but, in return, a distinctly new perspective on the thrust of the future has entered my awareness. It has the feel of a near revelation. I have taken advantage of my freedom to roam the campus and to sample the seminars of many different disciplines. A new style of thought has come to permeate much of the intellectual world: the computer style. One witnesses a tremendous expenditure of effort (and capital?) to mold the languages of a broad spectrum of problems, be they in psychology, in engineering, in sociology, in education, anthropology, linguistics, ..., into one that is acceptable to the computer. And vice-versa one is struck by the passionate dedication and startling ingenuity of some of the most brilliant minds to mold the automaton into a flexible intelligence, capable of responding to problems of increasing complexity. I am awed and overwhelmed by this ever more perfect symbiosis between the virtuosos of the human mind and the machines of their creation. This cooperation is bound to issue in a finely-tuned and practically error-free handle on the technical problems of the future.

The future is indeed the major concern of the young woman about to enter into a productive life. Her children will live in the world as it will be twenty or thirty years hence, the world she will help to make. Is it not a rare challenge and privilege then to be invited to join in shaping and taming this Gargantuan offspring of man, the computer, but so recently arrived on the scene?

And yet, I would suggest that young women stop and think before they plunge into these careers. My feminine intuition tells me that something is amiss, something is seriously out of focus. Here are a few instances I encountered which have put me on guard:

1. A study to determine the need for public transport in a certain semi-suburban area decided against instituting such as economically not viable. Comment: The following factors were not included in the computer program. a. The frustration and degradation suffered by inner-city working class people unable to travel to the suburban jobs, which would enable them to raise their standard to living and move out to the suburbs in time. b. The concomitant deterioration of the mental life of the suburban and city middle class,

plagued by fears of robberies and muggings as well as resentment at the cost of welfare. c. The cost of burglar alarm systems and insurance and the consumption of electrical energy to keep homes well-lit at night against break-ins. d. The deterioration of the quality of life due to the vicissitudes of the increased use of the automobile.

2. A group of electrical engineers designed a program based on income data to extrapolate the future energy consumption of a sample population. The prediction when applied to an actual community of varied composition was 70% in error. The explanation was to be found in the minor relevance of the economic factor as compared to ethnic and cultural habits: i.e., the importance of fresh air and open windows, the frequency of bathing, the tightness of family life and hence the intensity of use of the home, the evening study habits of children, etc., etc.

3. A programmed evaluation of the desirability of government supported housing was based, in part, on data representing the change, if any, in the educational scores of schoolchildren living in the project. Since these scores showed no improvement after a period of two years it was decided that improved housing was of no relevance to the educational component of social amelioration.

The examples speak for themselves, but let me add the private comments of an eminent computer specialist on the last of these: "indeed any social experiment which does not produce positive data in two years should be scrapped."--"Life is an ongoing and complex matter," I said, "what if these were your children? Would you have them be judged on two years of an improved life pattern? I would even venture that the money for this evaluation might have been better spent on supporting a private tutor for just one of these children (for he who saves one life can be said to have saved the world.)" And even more controversially: if the investment in many of these computer simulations of social situations which ignore the essential human element, were invested instead in raising the level of education of disadvantaged children, we might free the potential of millions of minds to solve these problems before they arise. This form of data processing will hence become obsolete.

And so before we be "one of the boys" let us take note that in relation to social problems theirs is a "male computer," programmed to accept questions formulated in male terms and to supply male solutions to problems originating in a male-dominated world. This computer does not read the human element into the data nor does it print-out the human dimension. And should we enter into these fields as mere fledglings, we shall soon lose our perspective and become dominated by technique. We shall be programmed to respond to the fascination and compulsion of solving the immediate problem however it has been arrived at, whatever its meaning.

To earn one's own living is a sine-qua-non to the "new woman." Economic independence is essential to that self-respect which allows her to function freely both at home ("if you don't like it, go to the restaurant") and in the outside world. How then is she to resist since these are the jobs which are being offered?

To earn one's own living, yes. To earn some supplementary baby-sitting money to free her of motherly chores for a daily bloc of time, that indeed. To have a room of her own, absolutely. That but no more than that! Not three cars, not a \$70,000 estate, not the latest from Bergdorf Goodman, not the self-indulgence of an excessive number of offspring. The women who graduate from Princeton are among the cream of the crop. The jobs of which we speak are well-paid, responsive to intelligent performance, open to rapid advancement. Do not sell yourselves cheaply and do not sell all of your day; settle for half-time at most, insist on it. Or, if it cannot be done another way, work half a year and not the other. Make an absolute commitment to yourself that you will give no more than half of your working time to the matter of earning money. You will be your own woman during the other half. For to be one's own woman, to do

one's own thinking and to interact with the world on that foundation is one of the greatest gifts life has to offer.

Do not shun the computer, learn the techniques so you may use them for better things. Pick a field of intellectual endeavour most congenial to your inner needs and, hopefully, of much value to the world. Work hard and think deeply, give it your all. The world is badly in need of millions of first-rate minds with fresh ideas, competent and self-confident and not afraid to take risks. And of hearts with compassion and a passion for justice and a commitment to man's past struggles for a humane and civilized world. You, unlike the men with families to support, who have little leeway, do have a choice: you can either do the easy thing, move into the standard jobs, earn big money and muddle along with the men, leave the world as it is or you can maintain your independence, gather your forces until you see how to transcend past errors. Then you can confront the established ways and give the world a decisive shove towards a better future.

Miriam Lipschutz-Yevick

Dear AWM:

Since "Shower-with-a-mathematician" posters are still being offered for sale in our supposedly feminist newsletter, let me submit for publication my misgivings about them (which I expressed to Mary and Alfred at the Dallas meeting).

In our culture, I'm afraid, the mere act of posting on a wall a picture of a nude young woman tends to carry an implicit message to the adult male passer-by: You are invited to ogle and be sexually aroused. I'm not generalizing about "biological urges." I'm describing a social fact. It is such a regular habit in our society to display such pictures with this intent, that the implication tends to be there and to be understood, even by men who don't accept the invitation to ogle, and by women. The implication may be avoided if the woman's pose is especially matter-of-fact (not the case in the AWM posters). The implication may be over-ridden by some other, forcefully expressed message (and alas, the AWM poster's alleged message was so understated as to be perceived by very few casual viewers, even the potentially sympathetic). Failing this, we are left with a girlie poster.

Now I take pleasure in looking at women, even at pictures of women, and I don't begrudge other men the same pleasure. Why then do I not want an organization of which I am a member to purvey girlie posters? Mainly because they suggest that women are important primarily as objects of ogling--one of the strongest anti-feminist attitudes going. But also because directing men's sexual feeling toward pictures on paper or toward distant movie stars is not directing it toward love for people.

Being married to the social historian Natalie Zemon Davis, I couldn't miss the following further implication of the AWM posters. The picture of the nude elderly man carries an implication too. That he is a scholar? Yes, to be sure; but also that he is being humiliated by the exposure. Thus the thirteenth-century public guffawed at pictures of a saucy young woman (sometimes nude) riding around on the back of hapless bearded Aristotle. Some mathematicians at Dallas did indeed think we meant the AWM poster to humiliate Hilbert. This side effect might be defended for its irreverence. But no, that won't do either. In order to make a virtue out of the anti-elitist humiliation of Hilbert, we'd have to accept the very point the posters set out to oppose: that the young woman symbolizes the non-intellectual.

I'd really rather the posters were repudiated. But by all means let's go ahead and design some cleverer ones, which will support what we mean to support and subvert what we mean to subvert.

Chandler Davis

(Editor's note: Chandler also points out that one of the AWM candidates for AMS Council member-at-large, Lee Lorch, was the first to call for an AMS committee on the status of women. Now that it exists, any suggestions for action?)

AWM member James Donaldson, Howard University, has asked that the attention of members be directed to a plan introduced by the African Subcommittee of the Foreign Affairs Committee of the U.S. Congress calling for massive aid to underdeveloped regions; it is called the African Sahel Development Plan. The need for assistance has been highlighted dramatically by the widespread suffering resulting from the drought. Jim asks your support by writing to Congressmen and the President.

With the increased attention being given to nonacademic employment possibilities during the current crunch, readers may be interested in a success story in the field. The subject of the following sketch is Grace Murray Hopper, mother of COBOL, Commander, USNR, Head, Navy Programming Languages Section, writes of her work in industry; "...this is a very real world of problem solving because there are no convenient formulas for an airline reservation system, an on-line inventory, etc. No one has ever succeeded in writing the algorithmic for the IRS program! Multi-dimensional, multi-processing systems will call for greater problem-solving talent than numerical mathematics ever did. Of course, there is prejudice--but not as much as in academia. Equally of course, the competition is tough and one must be ready to fight for what one wants just as all of the men do. ... There is no security of tenure, the only security is making things work, which is the real fun of it."

GRACE MURRAY HOPPER

Grace Brewster Murray was born on 9 December 1906 in New York. She attended Vassar, graduating in 1928, with Phi Beta Kappa and a Vassar College Fellowship. She received an MA in 1930 and a PhD in 1934 from Yale. Returning to Vassar as an assistant in mathematics in 1931, she became successively, instructor, assistant professor, and associate professor.

In December 1943, she entered the United States Naval Reserve and attended the USNR Midshipman's School-W at Northampton, MA. Upon graduation she was commissioned Lieutenant (JG) and ordered to the Bureau of Ordnance Computation Project at Harvard. Here, she learned to program the first large-scale digital computer, Mark I. In 1946 she resigned from her leave-of-absence from Vassar and joined the Harvard Faculty as a Research Fellow in Engineering Sciences and Applied Physics at the Computation Laboratory where work continued on the Mark II and Mark III computers. In 1949 she joined, as Senior Mathematician, the Eckert-Mauchly Computer Corporation in Philadelphia, then building the UNIVAC I, the first commercial large-scale electronic computer. (The company was later bought by Remington Rand and later merged into Sperry Rand) She retired from the UNIVAC division of Sperry Rand in 1971.

During the years from 1952 to the present, she has published over fifty papers and articles on automatic programming. Her interest in systems programming sent her to the first meeting of CPDASYL with a strong interest in the development of COBOL. She has served starting in 1959, first as Visiting Lecturer, in 1962 as Visiting Assistant Professor and 1963 as Visiting Associate Professor of Engineering at the Moore School of Electrical Engineering of the University of Pennsylvania. In 1971 she was appointed Professorial Lecturer in Management Science at the George Washington University.

In 1962 she was elected Fellow of the Institute of Electrical and Electronic Engineers. In 1964 she was selected to receive the 1964 Achievement Award by the Society of Women Engineers. In 1969 the Data Processing Management Association selected her as their first computer sciences "Man-of-the-Year." The American Federation of Information Processing Societies gave her the Harry Goode Memorial Award in 1970. In 1971 the UNIVAC Division of Sperry Rand initiated the Grace Murray Hopper Award for young computer personnel to be awarded annually by the Association for Computing Machinery. In 1972 she received the honorary degree of Doctor of Engineering from the Newark College of Engineering, a Wilbur Lucius Cross Medal from Yale, and was made a Fellow of the Association of Computer Programmers and Analysts. In 1973 she received the honorary degree of Doctor of

Science from C.W. Post College, was elected to membership in the National Academy of Engineering and was presented with the Legion of Merit Award by the Navy.

LETTER FROM BOSTON

The AWM-sponsored panel discussion in Missoula was well received by a large audience in spite of being scheduled between the barbecue and the beer party. (The only other available times were opposite mathematics talks.) Elizabeth Papousek (Fisk) moderated the short presentations of the panelists and subsequent questions and comments on the theme "Making a Career as a Woman Mathematician." This writer outlined factors she felt could isolate recent graduates, and Eleanor Jones (Norfolk State) discussed the problems imposed by a family. Some of the questions we raised were addressed by Harold Stark (MIT) who shares the vicissitudes and responsibilities of home, daughter, and careers with mathematician Betty Stark, and Dorothy Bernstein (Goucher) who shared her knowledge of specific activities for keeping alive professionally. In retrospect, "woman" might well have been dropped from the title.

Mary B. Williams reminded everyone of opportunities in interdisciplinary fields. There seems to be less discrimination (because there's no tradition of male domination?).

Another member of the audience wondered why there were no women among the math PhD's who applied for Civil Service jobs.

Mention of Judith Elkins' lists was news to some, including David Nash, a mathematician at General Motors Research, who said that GMR is expanding(!) its research staff and would like to have female applicants. Mathematicians are needed for instance in econometrics and urban modelling. Perhaps the AWM can make itself known to such companies.

Interesting statistics from an article on discrimination by insurance and credit companies in THE NEW REPUBLIC 8/11/73: "Nearly two-thirds of all women jobholders are either single, widowed, divorced, separated, or married to men earning less than \$7000 a year." And according to the Public Health Service, in 1971 women averaged 5.2 days of absence from work due to illness and disability while men averaged 5.1. (Has anyone seen a figure for total absences?)

No further news on the Boston State situation yet.

Ann Stehney, Wellesley

The recently established National Institute of Education will allocate 10 to 15 percent of its budget of a research grants program. The program will be designed to strengthen the scientific and technological foundations of education by in viting researchers to submit proposals relevant to any aspect of American education problems. To get on the mailing list for detailed announcements and guidelines, write National Institute of Education, HEW, Washington, D.C.

Carnegie Corporation has funded a program at Claremont Colleges to train women for academic administration. The internships carry a maximum \$9,000 stipend with dependents allowance. For details or to get an application blank, contact Ms Elizabeth Cless, Claremont Colleges, Claremont CA 91711.

Testimony before the Congressional Joint Economic Committee again highlighted the tax inequities of working married couples. However, the proposed solution was not a uniform tax rate schedule for single persons, married persons (filing jointly or separately), and heads of household, but rather an "earned income" allowance which would taper off and disappear for couples both of whose incomes exceed \$10,000. If you are interested in tax reform on this issue, write your Congressmen.

In the 241 doctorate departments in the mathematical sciences, 1649 men students receive U.S. government support (mainly NSF, NDEA, NIH fellowships) and 259 women do. Other support (mainly institution-funded assistantships) goes to 8123 men and 1878 women.

MATHEMATICAL SPECIALISTS

Recently released figures from the U.S. Dept of Commerce, Social and Economic Statistics Administration, Bureau of the Census, show that of all "engineering, scientific, and technical occupations" that with the highest proportion of women workers is "mathematical specialist." 27.4 percent of the 61,679 people in this category are women. Women constitute 19.2 percent of the computer specialists are women and 1.3 percent of the engineers are women.

MAA INVOLVEMENT

Professor Donald Small of Colby College has been operating a very successful high school lecture program in Maine. Similar programs can and should be started in other states under MAA auspices. Since the regional MAA heads have not moved vigorously in this area, it is a good place for grass roots organizing. Particularly for those whose primary interest is in teaching, this is a chance to get involved in organization activities as well as doing your own school, high-school students and mathematics a favor. If you are interested, contact Professor Small or this newsletter's editor, who is chairman of the MAA Committee on Secondary School Lecturers.

Alice Schafer sent a list of suggestions for MAA committees to the new president, Ralph Boas. The Newsletter will carry a list of his appointments subsequently. Also, there is no MAA committee concerned with the problems of women so if you want to write suggesting the formation of one, or MAA cooperation with the existing AMS committee or with AWM, it might be useful--especially those of you who feel that too little attention is paid to women without PhD's.

SMALL VICTORIES

The prestigious Carnegie Commission on Education has come out with a new report which, among other things, suggests that more women should be encouraged to study mathematics. Now the question is, how do we do this?

You may recall that Hampden-Sydney College was hunting for a "senior man..." Upon receipt of the last AWM newsletter, the chairman of the search committee wrote to say that they really wanted the best qualified person whom they could get. Moreover, they hired a woman for a junior position. Also, they decided to substitute "mathematically mature" for "35 to 50 years of age!"

Diane Laison sent the following poem which appeared in a book of poetry by Alice Duer Miller in 1915, called ARE WOMEN PEOPLE?

The Maiden's Vow

(A speaker at the National Education Association advised girls not to study algebra. Many girls, he said, had lost their souls through this study. The idea has been taken up with enthusiasm.

I WILL avoid equations,
And shun the naughty surd,
I must beware the perfect square,
Through it young girls have erred:
And when men mention Rule of Three
Pretend I have not heard.

Though Sturm's delightful theorems
Illicit joys assure,
Though permutations and combinations
My woman's heart allure,
I'll never study algebra,
But keep my spirit pure.

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

Coming up: AWM meeting and program at San Francisco--January 18th.
Next issue of the newsletter--By-Laws and a summary of possible legal and other avenues of redress in cases of discrimination.

JOBS

UNIVERSITY OF CALIFORNIA, BERKELEY. 7-8 lecturer positions for recent Ph.D.'s, any field. 2-3 assistant professor positions, preference will be given to applied mathematics. Contact Prof. S. Kobayashi, Vice-Chairman, Dept of Math, UCB, Berkeley CA 94720.

UNIVERSITY OF MARYLAND. Possibility of one or more positions, most probably at assistant professor level. Contact Prof. J.K. Goldhaber, Chairman, Dept of Math, UM, College Park MD 20742.

UNIVERSITY OF ILLINOIS, CHICAGO CIRCLE. Several senior positions, extensive research experience and capability as thesis advisers: 1. non-linear functional analysis, 2. complex function theory, 3. statistics, applied probability and related areas, 4. lie algebras and lie groups, 5. projective planes and related areas. Position in math ed, preferably at assistant professor level and with experience in programmed and computer assisted instruction, capability as thesis adviser. Contact Prof. Joseph Landin, Head, Dept of Math, UICC, Box 4348, Chicago IL 60680.

UNIVERSITY OF WASHINGTON. Possibility of 1 or 2 assistant professorships. Contact Prof. Robert M. Blumenthal, Chairman, Dept of Math, Univ of Wash, Seattle WA 98195.

UNIVERSITY OF OREGON. Dean of College of Liberal Arts. Contact A.K. Weatherhead, Chairman, Search Committee, Dept of English, UO, Eugene OR 97403. Director of computer network for Oregon State System of Higher Education. Contact Ray Hawk, VP for Administration and Finance, UO, Eugene OR 97403.

MICHIGAN TECHNOLOGICAL UNIVERSITY. Assistant professor of computer science. Contact Dr. Zane C. Motteler, Head, Math Dept, MTU, Houghton MI 49931.

WASHINGTON STATE UNIVERSITY. Associate director of institutional studies. Master's degree in computer science or business administration. Contact Ross O. Armstrong, Director of Institutional Studies, Fine Arts Building, Washington State University, Pullman WA 99163.

UNIVERSITY OF DELAWARE. Director of Computing Center. PhD and managerial experience in a large scale computing center supporting research, instructional and administrative computer applications. Contact Victor Martuza, 211 Willard Hall Education Building, UD, Newark DE 19711. Associate provost for instruction. Contact Provost, UD, Newark DE 19711.

MANKATO STATE COLLEGE. President. Contact Garry D. Hays, Vice Chancellor for Academic Affairs and Chairman, Presidential Search Committee, Minnesota State College System, 407 Capitol Square Bld, 550 Cedar St, St. Paul, MN 55101.

BALL STATE UNIVERSITY. Director of Equal Opportunity/Affirmative Action Programs. Teaching and/or administrative experience in higher education, doctorate preferred, master's required. Salary 13,000-17,000. Contact Ronald A. Bouchard, Chairman, Selection Committee, BSU, Muncie IN 47306.

LONG ISLAND UNIVERSITY. President. Contact Dean Thomas Bowman, Chairman, Presidential Search Committee, LIU, C.W. Post Center, Greenvale NY 11548.

PUEBLO REGIONAL PLANNING COMMISSION. Director, background in urban and regional planning or related fields, experience as a supervisor of a professional planning staff and with HUD 701 and other government funding required. Contact Henry D. Williams, Chairman, Pueblo Regional Planning Commission, 1 City Hall Place, Pueblo CO 81002.

STANFORD RESEARCH INSTITUTE. Programmers and analysts. Contact Jim McDonald, Stanford Research Institute, 333 Ravenswood Ave, Menlo Park CA

MONTANA STATE GOVERNMENT. Labor market analyst, bachelors in math or stat (among other fields) plus 2 years experience or graduate work, 6 months residence in state. Statistician, bachelors plus 1 year experience. Community planning consultant, degree in virtually any field plus 3 years of virtually any kind of experience, residence in Montana not required, but preferred. Research analyst, master's in stat plus 1 year experience. Public health statistician I--bachelor's II-bachelor's plus two years experience. In either case minimum of 6 hours of statistics. Contact Merit System Council, 1409 Helena Ave, Helena Montana 59601.

UNIVERSITY OF MINNESOTA. VP for Academic Administration. Contact Dr. George Shapiro, Chairman, Search Committee, 317 Folwell Hall, Univ of Minn, Minneapolis, MN 55455.

UNIVERSITY OF MISSOURI, ST. LOUIS. Director of programs for the disadvantaged. Master's with experience in counseling and/or tutoring disadvantaged students. PhD preferred. Contact Dean of Faculties, UMSL, 8001 Natural Bridge Rd, St. Louis MO 63121.

ANTIOCH COLLEGE. Assistant provost, PhD or equivalent with experience in educational assessment, to manage project to improve quality control for non-traditional programs. Salary 15,000-18,000. Location of office in Columbia MD or convenient East Coast alternative. Contact Morris Keeton, Provost, Suite 200, Wilde Lake Village Green, Columbia MD 21044.

UNIVERSITY OF ARKANSAS. President. Contact Dr. Arthur D. Browne, Chairman, Search Committee, 407 Administration Bldg, UA, Fayetteville AR 72701.

UNIVERSITY OF RHODE ISLAND. President. Contact Mr. Albert Carlotti, Chairman, Board of Regents, 111 Valentine Circle, Warwick RI 02886.

ASSOCIATION OF EPISCOPAL COLLEGES. President, position open 1 Jan 1974. Contact Association at Episcopal Church Center, 815 Second Ave, New York 10017.

MILLS COLLEGE. Director, Center for Career and Life Planning; Career Counselor; Community Liaison Specialist; Dean of Student Services. For all four positions contact Search Committee, Office of the Pres., Mills College, Oakland CA 94613.

TUNXIS COMMUNITY COLLEGE. Dean of students. Contact President's Office, TCC, Farmington CT 06032.

THOMAS A. EDISON COLLEGE. Director of Academic Affairs, must have strong interest in non-traditional education, a background in professional and liberal arts curriculum development, and doctorate. Salary 21,800-25,200. Contact Dr. J.D. Brown, President, Thomas A. Edison College, 1750 North Olden Ave, Trenton NJ 08638.

CALIFORNIA STATE UNIVERSITY, FRESNO. VP for Academic Affairs. Salary 25,740-31,284. Contact Consultative Committee on Administrative Appointments, Office of the President, Cal State Fresno, 93710.

AMERICAN UNIVERSITY. Dean of the College of Arts and Sciences. Contact Chairman, Dean's Search Committee, Room 321, Asbury Bldg, The American Univ, Washington 20016.

NEWARK STATE COLLEGE. Director of Community Services. Salary 12,790-17,270.

Contact Director, Div. of College Development, NSC, Morris Ave., Union NJ 07083.

UNIVERSITY OF TEXAS. Assistant dean, Office of Graduate Studies. PhD required. Contact Dr. Garner Lindzey, VP and Dean of Graduate Studies, Univ of Texas, Austin, TX 78712.

CORNELL UNIVERSITY. Associate director of university computing center. Contact J. Rudan, B-11 Upson Hall, Cornell Univ, Ithaca NY 14850.

CARLOW COLLEGE. Director of Continuing Education. M.A. with extensive college/business experience, counseling and writing skills. Contact Sr. Jane Scully, President, Carlow College, 3333 Fifth Ave, Pittsburgh PA 15213.

TRENTON STATE COLLEGE. Director of Community Experiences. Salary 14,102-19,037. Contact Anthony E. Scott, Assistant to the President, TSC, Trenton NJ 08625

HARVARD COMMUNITY HEALTH PLAN. Director of Community Programs. Contact Personnel Dept, 80 Brighton Ave., Allston MA 02134.

DELAWARE COUNTY COMMUNITY COLLEGE. Director of Community Relations. Salary 12,519-15,218. Contact James F. Jesso, Director of Personnel Services, Delaware County Community College, Baltimore Pike, Media PA 19063.

BOWLING GREEN STATE UNIVERSITY. Vice provost for minority affairs. Terminal degree plus some administrative experience. Contact Mrs. Vivian Lawyer, 231 Administration Bldg, Bowling Green OH 43403.

SUNY BUFFALO. Director, Educational Opportunity Center. Contact Kenneth Conklin, Personnel Dept, 1807 Elmwood Ave, Buffalo NY 14207.

RUTGERS UNIVERSITY, CAMDEN. Dean, College of Arts and Sciences. Contact Dr. Gerard S. Weissman, Chairman, Search Committee, Camden College of Arts and Sciences, Rutgers, Camden NJ 08102.

ST. PETER'S COLLEGE. Dean, evening session. Ph.D. preferred. Contact Prof. Jerome P. Duffy, Chairman, Screening Committee, St. Peter's College, Jersey City NJ 07306.

UNIVERSITY OF MICHIGAN, DEARBORN. Director of computer services. Master's required, PhD preferred. Contact Personnel Office, 4901 Evergreen Rd, Dearborn 48128

CARROLL COLLEGE. President. Terminal degree and 5 years administrative experience. Contact Mr. Joseph Malerie, Box 70, O'Connell Hall, Helena MT 59601.

CUYAHOGA COMMUNITY COLLEGE. Director of Special Assistance. Master's required. Contact Dr. Robert E. Parilla, CCC, 2214 E. 14th St, Cleveland OH 44115.

PRINCETON UNIVERSITY. Assistant to Director of Office of Research and Project Administration. Contact J.P. Oliver, Personnel Office, Princeton NJ 08540.

UNIVERSITY OF ILLINOIS, URBANA. Director for the Center for Advanced Computation. Contact Prof. Glenn W. Salisbury, Chairman, Search Committee, 109 Mumford Hall, Urbana, IL 61801.

BAYLOR UNIVERSITY. Technical advisor for computing and M.I.S. Contact Jack Thornton, Director of Data Processing Center, P.O. Box 6187, Waco TX 76706.

SYRACUSE UNIVERSITY RESEARCH CORPORATION. Director of Learning Resources. Teaching or administrative experience, familiarity with operation and use of information systems valuable, PhD desirable. Contact Francis U. Macy, Director, Regional Learning Service of Central NY, 109 Roney Lane, Syracuse NY 13210.

UNIVERSITY OF BRITISH COLUMBIA. President. Contact Ms Beverley Lecky, Chairman, Search Committee, Univ BC, Vancouver 8 B.C.

BROOKDALE COMMUNITY COLLEGE. President. Contact Leon Zuckerman, Chairman of Search Committee, Brookdale Community College, Lincroft NJ 07738.

SIENA COLLEGE. Director of Cooperative Continuing Higher Education. Salary 13,500. Contact Frederick J. DeGasperi, Coordinator for Cooperative Project, Siena College, Loudonville NY 12211.

UNIVERSITY OF WISCONSIN, WAUKESHA COUNTY. Dean. Salary 21,000. Contact Ronald Penkoff, Chairman, Search and Screen Committee, UWVC, 1500 University Drive, Waukesha WI 53186.

WESTERN NEW MEXICO UNIVERSITY. Dean of Academic Affairs. Salary 20,000-22,000. Contact Dale Giese, Chairman, Search and Advisory Committee, Box 222, WNMU, Silver City NM 88061.

STOCKTON STATE COLLEGE. Coordinator of Systems and Procedures. M.A. plus experience in systems. Salary 10,400. Contact Mr. James R. Judy, VP for Educational Services, SSC, Pomona NJ 08240.

FLORIDA ATLANTIC UNIVERSITY. Computer research specialist. Ph.D. in educational research. Contact Roy Freeman, Director of Computer Center, Florida Atlantic, Boca Raton FL 33432.

ROCKLAND COMMUNITY COLLEGE. Assistant dean of instruction. Contact Dean of Instruction, RCC, Suffern NY 10901.

ROCHESTER INSTITUTE OF TECHNOLOGY. Assistant provost. PhD expected. Contact Provost, RIT, One Lomb Memorial Dr, Rochester NY 14623.

UNIVERSITY OF MICHIGAN, FLINT. Associate academic dean for operations. Contact J.M. Yankovich, Dean for Academic Affairs, UMF, Flint MI.

SUNY ALBANY. Dean, College of Arts and Sciences. Contact Robert McFarland, Office of Graduate Studies, 1400 Washington Ave, Albany NY 12222.

UNIVERSITY OF CALIFORNIA, IRVINE. Dean: Special Programs. Contact Clayton Garrison, Dean, School of Fine Arts, Chairman, Search Committee, UC, Irvine CA 92664.

CENTRAL MICHIGAN UNIVERSITY. Dean of Graduate Studies. Contact Graduate Dean Search Committee, CMU, Box 117, Mt. Pleasant, MI 48858.

UNIVERSITY OF THE PACIFIC. Associate director for development. Contact James L. Norvell, Director of Development, UP, Stockton CA 95204.

UNIVERSITY OF CINCINNATI. Associate dean for graduate education and research. PhD in natural sciences. Contact Dr. Guy Stern, University Dean, UC, Cincinnati, OH 45221.

SUNY COLLEGE, ONEONTA. Assistant to president, Jan or Jun 74. M.A. minimum. Contact C.J. Craven, President, SUNY College, Oneonta NY 13820.

BAKER UNIVERSITY. President. Contact John Arnold, Chairman, Presidential Search Committee, Baker University, Baldwin KS 66006.

WEST VIRGINIA INSTITUTE OF TECHNOLOGY. Academic VP. Contact Dr. Lyle Blackwell, Chairman Search and Screening Committee, Engineering Bldg. WVIT, Montgomery 25136.

CATHOLIC UNIVERSITY. Academic dean, College of Arts and Sciences. Contact Prof. Ralph J. Rohner, Search Committee Chairman, Catholic Univ School of Law, Washington DC 20017.

LINFIELD COLLEGE. Dean of Faculty. Contact Mrs. Royce Keller, Linfield College, McMinnville OR 97128.
EISENHOWER COLLEGE. Assistant dean of students. Contact Dean David Dresser, Eisenhower College, Seneca Falls NY 13148.
UNIVERSITY OF KENTUCKY. Assistant dean of students. Salary 11,500-13,500. Contact Jack B. Hall, Dean of Students, UK, Lexington KY 40506.
STATE DEPT AND USIA. Openings in Administrative, Consular, Economic/Commercial, Political and Informational/Cultural. Starting salaries 9,520-13,329. Must take Foreign Service Exam on 8 Dec 1973. Write Board of Examiners, Room 7205, Dept of State, Washington 20520 for an information booklet and application form. Applications must be postmarked no later than 31 Oct 1973. (Over 21, US citizen)
FEDERAL AVIATION ADMINISTRATION. Air traffic controller. Entry positions at GS-5 and GS-7. Test applications and information available at any Civil Service Commission Office and most large post offices.

The following firms have openings from time to time for those with math, stat and computer training. Contact
J.W. Perry, Chief, Employment, Martin Marietta Aerospace, Box 5837, Orlando FL
Dynamics Research Corporation, 50 Concord St, Wilmington MA 01887.

CATALYST

The Catalyst National Roster, a computerized listing by identification number of employable women, now is open to all women who have completed at least one year of college and who seek administrative, managerial, technical or professional positions on either full-time or part-time schedules.

This includes women who are currently employed and seeking advancement within their fields as well as those who wish to re-enter the labor force after an absence. Earlier, Catalyst had limited its service to women who wished to interrupt their careers during early childrearing years.

Listing is Free to Women

To be listed on the Roster, a woman must request and complete a one-page resume form from Catalyst National Headquarters. Upon receipt of her completed form, she will be assigned an identification number which will represent her on the Roster where her educational background, related and other work experience, salary and work schedule desired will be printed out. Listings are arranged according to occupational fields and geographic locations. Women are listed on the Roster without charge.

Catalyst has established a national network of centers that provide career counseling, job referral or placement services to women in communities throughout the U.S. If a woman has contacted one of these 85 groups, an interested employer can secure her resume and additional information on her qualifications from that center. Some of these centers charge fees to employees or employers for successful placement or initial processing. A listing of Network centers is mailed with the resume form. If a woman has not contacted a center, her resume will be sent from Catalyst headquarters to the employer who can contact her directly to schedule an interview.

In announcing the expansion, Catalyst President Felice N. Schwartz said: "Societal pressures and resultant civil rights legislation have increased the interest of employers in hiring significant numbers of women for responsible positions. The expanded Roster will clearly demonstrate that qualified and upwardly mobile women are available for work and the access system set up by Catalyst will make it easy for employers to recruit from this reservoir of woman-power. For the progressive employer who wants to go beyond the defensive posture of contract compliance," she added, "the Roster offers a unique opportunity to explore the profit-making potential of broadening the recruitment net by effectively utilizing this segment of the labor force."

First Time Use Is Free to Employers

First time use of the Roster is free to employers who express an interest in it. Future issues will be available for a subscription fee that will provide the

base of Catalyst's support as a tax-exempt, nonprofit organization. Subscription to the Roster also entitles an employer to an unlimited number of resum forms.

To request a resume form or for more information on Catalyst's to employers, write Catalyst National Headquarters, 6 East 82nd Street, New York 10028.

Catalyst: Background

Catalyst was founded in 1962 by five college presidents to deal with the conspicuous waste of training and ability that results when women are locked out of the labor force by traditional employment practices and patterns. In early 1973, the organization launched a grass-roots national program designed to open channels of communication among women, educators who serve adult women students, employers and local resource centers that provide direct services to women in communities throughout the U.S. The national program is funded by grants from the W.K. Kellogg, Ford and Andrew W. Mellon Foundations and the Rockefeller Family Fund and contributions from business and industry.

If you are job hunting, give Catalyst a try. Also, please let AWM know of positions which are available at your own or other institutions. Moreover, it would be helpful if you would send names of women who would be good for the jobs to the contacts given in the job listings. That is probably more effective than the woman's applying cold.

LEGAL NEWS

The Equal Employment Opportunity Commission has ruled there is "reasonable cause to believe" that the use of two separate actuarial tables based on sex to calculate the retirement benefits of university faculty is in violation of the Civil Rights Act of 1964 and the EEO Act of 1972. The decision resulted from a complaint filed last February by the American Nurses' Association against TIAA.

A D.C. housewife and charity volunteer has received an IRS ruling that her expenses for a babysitter while she is working for a tax-exempt charity are legitimate deductions. Charity volunteers who feel that they too can qualify for such an exemption

In a 5-4 decision, the Supreme Court upheld a lower court ruling that newspapers may constitutionally be prohibited from running help-wanted ads classified by sex. The high court decided that the Pittsburgh Commission on Human Relations was justified in ordering the Pittsburgh Press to suspend employment listings under "Jobs-Male Interest" and "Jobs-Female Interest" headings, a violation of a Pittsburgh city ordinance.

United States District Judge William W. Know has issued a preliminary injunction on behalf of Dr. Sharon Johnson. The judge's order enjoins the Univ of Pittsburgh from terminating Dr. Johnson's employment as they had planned at the end of August. Dr. Johnson filed a civil action suit against the University under Title VII of the Civil Rights Act of 1964, as amended March 24, 1972, charging that her employment as an assistant professor in the Medical School of the university is being terminated and she is being denied tenure because of sex discrimination. For more information, contact NOW, Box 86024, Pittsburgh 15221.

New York women seeking assistance in legal matters including women's rights as well as traditional matters might contact one of the all-women firms which recently opened offices there. The firms are Bellamy, Blank, Goodman, Kelly, Ross and Stanley, 36 W. 44th St. and Lefcourt, Kraft and Libow, 640 Broadway. Re court cases. One crucial factor in many of them is expert statistical testimony on e.g. factor analysis. Plaintiffs must usually rely on volunteers so if anyone has the interest and expertise to help out, please contact Sylvia Roberts, P.O. Box 3091, Baton Rouge, LA 70821, who is making some effort to coordinate such matters related to women's rights litigation. In another Title VII case in 1971 the U.S. Supreme Court held in Griggs v. Duke Power Company that "the act proscribes not only overt discrimination but also practices which are fair in form but discriminatory in operation." The Griggs

doctrine would apparently apply to word-of-mouth hiring as a policy that is fair on its face but is nevertheless discriminatory in its impact; women and minorities are largely excluded from the "old boy" network. Similarly, nepotism policies may also be fair on the face, but when their effect is predominantly felt by women, they violate the law.

For more information on rulings on issues of concern to academic women see Chronicle of Higher Education, May 29, 1973, or contact Project on the Status and Education of Women, Association of American Colleges, 1818 R St., NW, Washington DC 20009.

For the current status of maternity leave policies and court decisions, contact National Education Association, 1201 16th St NW Washington DC 20036.

WEAL has filed a sex discrimination complaint with the EEOC under Title VII of the Civil Rights Act of 1964, as amended, against the National College Faculty Employment Service of Big Rapids. In its February 1973 bulletin several vacancies were listed which specified that being male was a qualification. Aino Jarvesoo will be reinstated in the School of Home Economics at the Univ of Massachusetts, Amherst, 8 years after she was fired from her position as instructor because of nepotism rules. The National Education Association, which along with the American Federation of Teachers is becoming more supportive of women's rights, provided legal support for Ms Jarvesoo.

PUBLICATIONS OF INTEREST

Non-Traditional Careers for Women by Sarah Splaver, Messner publishers, NY (includes mathematics as a non-traditional career)

The Committee to Study Sex Discrimination in the Kalamazoo Public Schools has filed a complaint with HEW (first textbook complaint) about the Houghton Mifflin Reading Program.

Women's Survival Manual, a handbook for women about separation and divorce, available for 1.50 from Women in Transition, 4634 Chester Ave, Philadelphia 19143
After Forty by Sondra Gorney and Claire Cox advises women on how to cope with the problems of middle age. 7.95 from Dial Press, 1 Dag Hammarskjold Plaza, 245 E. 47th St New York 10017

We the American Women, intended primarily for students. 40 cents (25% discount to orders of 100 or more) from Supt of Documents, US Govt Printing Office, Washington DC 20402.

The Women's Bureau of the Dept of Labor has an excellent series of books on careers for women, especially the non-traditional ones. The latest is called Why Not Be an Apprentice?

APPLICATION FOR MEMBERSHIP

ASSOCIATION FOR WOMEN IN MATHEMATICS

Mailing address _____

New _____

Renewal _____

ZIP _____

Institutional affiliation, if any _____

Position _____

Mail with a check for \$2.00 payable to Association for Women in Mathematics to

Mary Gray
Dept of Mathematics
American University
Washington DC 20016

Family Membership _____ \$3

Report from the Chairperson

As the recently installed second Chairperson of AWM the first thing I want to do is to thank Mary Gray, the first Chairperson of AWM, for her dedication, initiative, and hard work on behalf of AWM. From a meeting of a few women mathematicians at the January, 1971, Atlantic City AMS and MAA meetings, Mary almost singlehandedly has built AWM, in a period of less than three years, into an organization of over 700 members. The aims of the small group of women who met in Atlantic City remain the aims of the Association today: to try to improve the position of women in mathematics and to encourage women to study mathematics and to seek careers in mathematics. We owe Mary a debt of gratitude and thanks for all that she has done and I am sure that each member of AWM joins me in expressing appreciation to her. I am sure that you will also be glad to learn that she is continuing as a member of the Executive Committee and as Treasurer of AWM and as the Editor of the Newsletter.

Missoula Meetings

If you were not at the Missoula meetings, I hope that you saw in the June and August NOTICES the announcements of the panel discussion AWM was presenting on the Wednesday evening of the meetings. The topic of the discussion was On Making a Career as a Woman Mathematician. Professor Elizabeth Papousek of Fisk University was the moderator and the panelists were Professor Dorothy Bernstein, Goucher College; Professor Eleanor Jones, Norfolk State College; Professor Harold Stark, MIT; and Professor Ann Stehney, Wellesley College. Each panelist spoke for a few minutes and then the discussion was opened to the audience. Ann presented the views of a recent recipient of a PH.D. as well as those of a person teaching in a liberal arts college; Eleanor spoke of some of the problems encountered by the woman mathematician who has a family and ways in which she can solve these at the same time that she has a career; Harold Stark presented the male viewpoint, speaking as a mathematician married to a mathematician; and Dorothy gave many helpful suggestions to women seeking careers as mathematicians. There was a large audience for the panel discussion and questions and comments from the floor were good.

Dorothy Bernstein and I attended the meeting of the Council of the AMS on Tuesday evening. That is, we attended as much of it as we could before leaving to go to a meeting Elizabeth Papousek had arranged of the panelists for the next evening so that they could meet each other. Unfortunately, none of the women members of the Council was present. I hope that that will not be the case at the next Council meeting. The only item on the agenda which was discussed before we left the meeting and which is in itself particularly pertinent to women was a resolution, presented to the Council by Mary Gray at its April 20, 1973, meeting, that "blind refereeing" be adopted for Society journals. The resolution had been tabled at the April meeting with the understanding that it be on the agenda for the August meeting. In the meantime the Secretary of the Society had written to all the editors and associate editors soliciting their opinions on "blind refereeing." The Council members discussed the advantages and disadvantages of such a system. They pointed out that the obvious advantage of having the name of the author deleted from an article submitted for refereeing is that the referee can show no favoritism in recommending publication of one paper over another simply because of the sex, age or color of the author were he so inclined to do so. They also pointed out that one advantage of the referee's knowing an author's name is that he/she knows if that author has been publishing good research papers in the past and if so, he/she probably does not have to read the paper quite as carefully as he/she would that of an unknown person. Also, referees now tend to read a paper written by a new Ph.D. more leniently than he/she would that of a more established research person and this advantage would be lost in "blind refereeing." It was pointed out that in many cases the referee would recognize the work of a particular author in any

*Please draw your
memberships*

event; e.g., if Author A says this is the fourth paper in a series of five he/she is writing on a particular topic, the referee will likely know who the author is. When Dorothy and I left the pros and cons of "blind refereeing" were still being discussed with no one seeming to object, however, to an individual's having the right to have his/her paper "blind refereed" if he/she so chooses. (Editor's note: it was finally agreed that at the discretion of the journal editors an author's request for blind refereeing would be honored.)

Still left to be discussed at the Council meeting were three resolutions (See June NOTICES, p. 185) on the agenda of the Business Meeting in 1974. The resolutions were introduced by Professor Diane Laison at the January 1973, Business Meeting. Resolution A reads "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." The agenda for the Council meeting contained a note stating that Professor Edwin E. Moise was to prepare a position paper on the resolution. All the resolutions had been submitted to the Society's attorneys for their opinions. It would be good if their answers and Professor Moise's position paper could be published in the NOTICES before the January meetings. (Editor's note: Moise's paper, a paper by Professor R.C. Buck on Resolution B, a paper by Professor R.D. Anderson on Resolution C, and a paper by Professor Laison on all three of the resolutions will appear in the October NOTICES.)

A dozen men gave hour talks at the Missoula meetings but no women did. In fact, the list appearing in the August NOTICES, p. 221, of persons slated to give hour talks at Society meetings in the near future contains the name of only one woman (Linda Keen) and she does not speak until January, 1975. If you have suggestions for women who you think should be invited to give hour talks, send them to the Secretary of the AMS, Professor Everett Pitcher, Lehigh University, and ask him to forward them to the appropriate committee of the AMS.

Nominations for Member-At-Large of the Council

In the June NOTICES, p. 166, it was announced that five positions of member-at-large of the Council are to be filled in the election of October, 1973. The Council has nominated seven people (all male) as candidates for these positions and will nominate an eighth. Some members of AWM decided to try to nominate Professor Jane Cronin-Scanlon, Rutgers (New Brunswick; Professor Lee Lorch, York University; and Professor Judith Green, Rutgers (Camden) by petition. As you know, at least 50 valid signatures are required for a petition to be considered by the Council. I believe that more than 50 signatures were sent to the Society so I hope that they will be nominated. (Editor's note: they were and will have position statements in the material accompanying the ballot.) Again this year the candidates for the Council will be asked to respond to a series of questions submitted by AWM. These responses will appear in the Newsletter as soon as they are received.

Progress on Incorporation

Incorporation proceedings are well underway. On August 6, 1973, the appropriate papers were filed with the State of Massachusetts. After the State "investigates" the officers of the Association, listed as President, Treasurer and Editor of the Newsletter, and Clerk (who will also be in charge of the Employment Register), we hope to have a favorable reply to our request for incorporation. Since we had to use formal titles in the application for incorporation, this may be as good a time as any to start using such titles. My suggestion is that Mary Gray be declared to have been the first President of the Association, as well as its Treasurer and Secretary, and that now she be known as Treasurer and Editor of the Newsletter and that Judith Elkins, Ohio State, who has been in charge of the Employment Register since September, 1972, and who will continue in that capacity this year, be called Secretary, (I like this better than Clerk.) and I be called President rather than Chairperson. The three of us and Judith Glasner of Berkeley now constitute the Executive Committee.