



American Economic Association

Office of the Chair, Department of Economics, Southern Methodist University, Dallas, Texas 75275, Area 214, 692-2704

June 30, 1977

NEWSLETTER

Dear Fellow Economists:

April Committee Meeting. CSWEP members met in April for a full day of discussions. Among the issues and projects discussed were the AEA Executive Committee's position on publication of CSWEP session papers, plans for the 1977 CSWEP session at the AEA meetings (reported in the last newsletter), regional representatives for CSWEP and financial problems associated with continued publication of this newsletter. An open meeting is planned at the September AEA meetings in NYC to inform associates about committee activities and to solicit ideas from them. Details will be covered in the next newsletter but in the meantime we hope you will write to Barbara Reagan, CSWEP Chair, if you have ideas for us.

The number of questionnaires' about the newsletter returned was small -- 75 replies. Of those returned only 8 indicated that the jobs listing had helped them. The Committee is seriously considering discontinuing the job listings. However, there is a final questionnaire included at the end of the newsletter, please fill it out and return to address on the questionnaire.

Who's Who in Washington: Women Appointees. The number of high-level women appointees to the Carter Administration is undoubtedly longer than any previous listing but still short enough to reproduce here. As reported in Women Today in April, the list included:

JUANITA M. KREPS, Secretary of Commerce; MARY F. BERRY, Assistant Secretary of Health, Education and Welfare for Education; PATRICIA R. HARRIS, Secretary of Housing and Urban Development; LUCH W. BENSON, Under Secretary of State for Security Assistance, Science and Technology; MATHEA FALCO, Special Assistant to the Secretary for Narcotics Matters, Department of State; PATSY MINK, Assistant Secretary of State for Oceans and International Environmental and Scientific Affairs; BARBARA M. WATSON, Administrator of Bureau of Security and Consular Affairs, Department of State; LINDA H. KAMM, General Counsel, Department of Transportation; CAROL LAISE, Director General of the Foreign Service, Department of State; EILEEN SHANAHAN, Assistant Secretary of Health, Education and Welfare for Public Affairs; ARABELLA MARTINEZ, Assistant Secretary of Health, Education and Welfare for Human Development; MIDGE COSTANZA, Assistant to the President; MADELINE MacBEAN, Assistant to the First Lady; BUNNY MITCHELL, Special Assistant to the President for Special Projects; BARBARA BLUM, Deputy Director for the Environmental Protection Agency; CARIN ANN CLAUSS, Solicitor, Department of Labor; BETTE ANDERSON, Under Secretary of Treasury; PATRICIA WALD and BARBARA BABCOCK, both Assistant Attorneys General, Department of Justice;

1977 Committee on the Status of Women in the Economics Profession

BARBARA REAGAN, Chair
Southern Methodist University
MARIAM CHAMBERLAIN, Ford Foundation
ANN FRIEDLAENDER, Massachusetts Institute of Technology
WILLIAM F. HELLMUTH, Virginia Commonwealth University
JANICE MADDEN, University of Pennsylvania

ISABEL SAWHILL, The Urban Institute
MARGARET SIMMS, Atlanta University
NANCY TEETERS, Committee on the Budget
House of Representatives, U.S. Congress
LAWRENCE R. KLEIN, *ex-officio*
President, American Economic Association
University of Pennsylvania

and MARY KING, Deputy Director of Action. Those nominated or confirmed since March 11 list are: MARGARET MCKENNA, Deputy Legal Counsel, White House; JANE FRANK, Deputy Cabinet Secretary, White House; RONNIE FEIT, Deputy Assistant to the President; ROZANNE RIDGEWAY, Deputy Assistant Secretary for Oceans and Fisheries Affairs, Department of State; CAROL TUCKER FORMAN, Assistant Secretary for Food Inspection, Food Stamps and Child Nutrition, Department of Agriculture; JOAN DAVENPORT, Assistant Secretary for Energy and Minerals, Department of Interior; ANNE WEXLER, Deputy Secretary for Regional Affairs, Department of Commerce; ELSA PORTER, Assistant Secretary for Administration, Department of Commerce; ALEXIS HERMAN, Director of the Women's Bureau, Department of Labor; EULA BINGHAM, Assistant Secretary for Occupational Safety and Health, Department of Labor; DONNA SHALALA, Assistant Secretary for Policy Development and Research, Department of Housing and Urban Development; ESTHER PETERSON, Special Assistant to the President for Consumer Affairs; ELEANOR HOLMES NORTON, Chairwoman, Equal Employment Opportunity Commission; and former Rep. Bella Abzug, Chairwoman of the National Commission on the Observance of International Women's Year.

A more informal survey shows that women economists are getting a slice of the action. We can report on the following (not mentioned above): LUCY FALCONE (Commerce), HEATHER ROSS (Interior), COURTENEY SLATER (Commerce), CATHERINE LYLE (HUD), KAREN DAVIS (HEW), and HELEN JUNZ (Treasury).

Up-Coming Conferences. There are two important research conferences on women in the labor market coming up in the next 8 months. The first is being co-sponsored by Barnard College, the Women's Bureau and ASPER, U. S. Department of Labor. It will be held September 29-30, 1977 in New York City. The agenda and papers for this conference have now been set and participation is by invitation only. For further information write to Professor Cynthia Lloyd, Department of Economics, Barnard College, 606 W. 120th Street, New York, New York 10027.

The second conference is also invitational and is being sponsored by the Secretary of Labor to encourage greater use of the NLS data on mature women for policy purposes. It will be held January 26-27, 1978 in Washington, D. C. The deadline for submission of research papers (using the NLS data) is September 30, 1977. For further information write to Isabel V. Sawhill, Director, Program of Research on Women, The Urban Institute, 2100 M Street, N. W., Washington, D. C. 20037.

The 14th Annual Conference of the Missouri Valley Economic Association will be held on February 23-25, 1978 at Kansas City, Missouri. Persons wishing to present papers or participate as a discussant should submit proposals by October 1 to: Professor Leonard A. White, Dept. of Economics, University of Arkansas, Fayetteville, Arkansas 72701. Proposals for a paper must include author's name, address and affiliation, general subject area and title of paper, and a 700 word abstract of the proposed paper. Proposals to participate as a discussant should include name, address, affiliation and fields of interest.

On the Legal Front. Title IX still protects pregnant employees on campus despite Supreme Court ruling. Institutions which provide temporary disability benefits for employees must cover pregnancy, according to the Department of Health, Education and Welfare (HEW), despite a Supreme Court ruling December 7, 1976 which exempts employers from providing such coverage. The Supreme Court decision overturned an Equal Employment Opportunity Commission (EEOC) guideline for Title VII of the Civil Rights Act which would have required employers to provide disability coverage for pregnant employees.

HEW's Office for Civil Rights (OCR) has confirmed that the Title IX regulation of the Education Amendments of 1972 is unchanged by the Supreme Court ruling in Gilbert v. General Electric.

Section 86.57(c) of the Title IX regulation, which applies to all institutions receiving federal assistance states:

Pregnancy as a temporary disability. A recipient shall treat pregnancy, and recovery therefrom and any temporary disability resulting therefrom as any other temporary disability for all job related purposes, including commencement, duration, and extensions of leave, payment of disability income, accrual of seniority and any other benefit or service, and reinstatement, and under any fringe benefit offered to employees by virtue of employment.

OCR noted that the Title IX regulation, unlike the overturned EEOC guideline, was signed by the President and reviewed by the Congress (in 1975).

Two weeks after the Supreme Court decision, the New York State Court of Appeals ruled that private employers subject to the state's Human Rights Law must pay disability benefits to women employees who miss work because of pregnancy. The New York decision requires that these employers provide wage maintenance to pregnant women in the same manner as to workers disabled by a non-occupational illness or injury. Speaking for the court, Judge Hugh R. Jones said "the determination of the Supreme Court, while instructive, is not binding on our court."

Previously, in Wisconsin, the state's highest court explicitly directed employers covered by State Law to pay disability benefits to women employees who miss work because of pregnancy.

Additionally, some states require some form of maternity leave disability pay payments, ranging from a flat \$250 payment in Rhode Island to a four-to-eight-week benefit program in New Jersey.

A coalition of civil right's educational, women's and labor organizations is urging Congress to pass a new law to counteract the court's ruling on Title VII. For further information contact Campaign to End Discrimination Against Pregnant Workers, c/o Ruth Weyand, 1126-16th St., N. W., Washington, D. C. 20036; 202-296-1206.

Limitation, deferral or termination of Federal Financial Assistance by HEW (P.L. 94-482, sec. 407) Section 407 of the 1976 Education Amendments amends Section 440 of the General Education Provision Act by requiring certain due process procedures to be followed before federal financial assistance can be limited, deferred or terminated when there is a violation of any nondiscrimination provisions of federal law. This amendment, as originally introduced, was criticized by women's organizations and civil rights groups as weakening the enforcement of civil rights laws and regulations (including Title IX) by prohibiting the federal government from delaying funds when educational institutions were not in compliance with anti-discrimination laws. Before final passage of the Education Amendments of 1976, the language of the amendment was considerably altered so as to minimize any weakening of civil rights enforcement. The new provisions do not apply to institutions of higher education per se but only to local educational agencies.

Student admission practices (P.L. 94-482, sec. 408) Section 408 of the 1976

Education Amendments amends Section 440 of the General Education Provisions Act by prohibiting the Secretary of HEW;

...to defer or limit any federal financial assistance on the basis of any failure to comply with the imposition of quotas (or any other numerical requirements which have the effect of imposing quotas) on the student admission practices of an institution of higher education or community college receiving federal financial assistance.

The amendment covers only student admission practices (not employment), i.e. it does not apply to numerical goals for employment required under Executive Order 11246. However, section 901(b) of Title IX contains a provision prohibiting requirements which would mandate;

preferential or disparate treatment to the members of one sex on account of an imbalance . . . with respect to the total number or percentage of that sex participating in or receiving the benefits of any federally assisted activity, in comparison with the total number or percentage of persons of that sex in any community, state, section or other area.

Thus quotas are generally prohibited by Title IX; the new provision apparently does not affect Title IX. [Note: whether schools may impose quotas on their own initiative (in contrast to being required to do so by HEW) is an issue currently being litigated in several cases.].

Non-discriminatory contracts by higher education institutions (P.L. 94-482, sec. 182) Section 182 of the 1976 Education Amendments reads:

Institutions of higher education receiving federal financial assistance may not use such financial assistance whether directly or indirectly to undertake any study or project or fulfill the terms of any contract containing an express or implied provision that any person or persons of a particular race, religion, sex or national origin be barred from performing such study, project, or contract except no institution shall be barred from conducting objective studies or projects concerning the nature, effects, or prevention of discrimination, or have its curriculum restricted on the subject of discrimination, against any such person.

The amendment was initially aimed at private contracts between Arab nations and institutions which barred Jews from employment under those contracts. As written, the amendment forbids contract restrictions in employment on the basis of sex, as well as religion, color and national origin, and applies to domestic contracts as well as those originating overseas. [Note: Restrictions in employment under domestic contracts is also clearly prohibited by other statutes.]

Educational research programs for women (P.L. 94-482, sec. 403 or General Education Provisions Act, sec. 405(b)). The National Institute of Education is given the specific mandate to undertake educational research to improve the ability of schools to provide equal educational opportunities for women (as well as students with limited English-speaking ability or socio-economic disadvantages.) Also, grants or contracts awarded by NIE to regional educational laboratories and university-based research and development centers must contain assurances that "to the extent practicable provide . . . training opportunities for women and members of minority groups, in the use of new educational methods, practices, techniques, and developed [by such activities]."

New program for planning for career education and development programs (P.L. 94-482, sec. 331(3)). The purpose of providing assistance to the states in career education and career development includes, among other things, . . . planning for the assessment of the states of career education and career development programs and practices, including a reassessment of the stereotyping of career opportunities by race or by sex.

Technical amendments affecting the Advisory Council on Women's Educational Programs (P.L. 94-482, sec. 325). The Council, which was created by the Women's Educational Equity Act of 1974 is renamed the "National Advisory Council on Women's Educational Programs." Two new functions are authorized: disseminating information concerning Council activities and reporting to the President and Congress as the Council deems appropriate.

Sex role research center receives new funds. The changing roles of men and women will be researched by the Stanford Center for Research on Women under a three year, \$159,000 grant from The Ford Foundation, the Cummins Engine Foundation and Stanford University.

The center will work to achieve its two major goals, research and education, by conducting new research on the changing roles of women and men and disseminating this information through seminars and conferences. In addition, the center will continue its lecture series begun in 1974 under its original funding. Funds will also be used as seed money to enable faculty members and graduate students to pursue projects aimed at increasing understanding of basic and policy-oriented issues.

For further information write Margaret Collins, coordinator, Stanford Center for Research on Women, Stanford University, Stanford, CA 94305.

Rhodes Scholars. Proving that 13 can be a lucky number and that "qualified" women are not hard to find, 13 women (along with 19 men) have been named Rhodes Scholars this year. In the 75-year history of the scholarship program this is the first time that women have been eligible to compete. "Women . . . have competed on the same basis as men and they have been chosen on the same criteria," said John Churchill, assistant American secretary to the Rhodes Scholarship trust. "We have a group of 32 individuals who outstandingly fulfill the qualities which Rhodes Scholars are elected for."

The founder of the scholarship program, Cecil Rhodes, stipulated in his will that the scholarships be awarded to males only. However, as a result of the British Sex Discrimination Act of 1975, the Rhodes Scholarship Trust successfully petitioned the British Minister of Education and Science to have the single-sex restriction changed.

National Women's Studies Association. The NWSA was founded in January at a convention held at the University of San Francisco. Its purpose is to further the social, political and professional development of women's studies. Sylvia Gonzales of San Jose State University, San Jose, California is serving as interim executive director of the association.

A Preliminary Report on the Princeton Project on Women in the College Curriculum. The results are preliminary and do not reflect the use of sophisticated social science research techniques. However, they provide a strong sense of what is and is not happening in three fields. Since these fields have often been the basis for women's studies programs, it is safe to assume that other fields are in worse shape. Of 129 syllabi for survey courses in American and European history, 67% included little or no material on women, and of the 93 of these syllabi dealing with American history prior to 1865 and European history to the present, 76% included little or no material on women.

In introductory psychology and social psychology courses, the situation is similar: of 52 syllabi analyzed, 30 (58%) paid little or no attention to women, and 19 (37%) devoted one week to issues relating to women. At the introductory level, more courses in sociology include more material on women than other fields, largely because of the existence of a first rate text book, Sociology, by Professor Suzanne Keller of Princeton University and Professor Donald Light of New York University. The Keller and Light book is used more widely than any other text book by instructors in this survey, and it covers a wide range of recent scholarship relating to women. Even so, of 92 sociology syllabi analyzed, Banner found that while 48 (52%) devoted at least one week to women, and eight devoted several weeks to women, as many as 36 (38%) devoted little or no attention to women.

"In addition to collecting and analyzing syllabi, Banner sought the opinions of department heads and women faculty about the extent to which material on women was being incorporated into the college curriculum. It is not surprising that the opinions of both groups differ, and that department heads believed that more of their instructors were using material on women in their courses than women members believed.

"This study uncovered no systematic indicators of where women's material was to be found. Region of the country and type of educational institution were not found to be predictors of the inclusion of such material. Moreover, the practices within departments tended to vary within institution. Department heads frequently reported that the presence of women in their departments, and, to a lesser extent, the existence of a women's studies program on campus, were important in determining whether individual faculty members were taking heed of new scholarship on women and incorporating it into the basic curriculum. Women faculty agreed that their own impact was substantial, but they questioned the impact of women's studies programs in curricular revision. In fact, they expressed concern that the presence of a women's studies program could detract from efforts to incorporate material on women in the basic curriculum. Once women's studies courses are offered, the entire faculty may feel less responsibility to cover this material in their own courses.

"More than any other group contacted, the publishers were enthusiastic about the future. Thirty-six editors at 26 publishing houses responded, and of them, 31 (86%) reported that all new books being issued and old books being revised are edited for sexist language. Nearly two-thirds indicated that they planned to issue new texts and readers stressing material on women. But it is still the faculty who are writing the books for the publishers, and it is unlikely that a publisher will reject a text book prepared by a prestigious scholar simply because people attuned to women's issues might perceive that the book does not handle the subject well.

"While women's studies and courses about women should be a part of curricula, it is unrealistic to expect more students to find their way into these courses or programs. From our preliminary work, it seems fair to conclude that the courses taken by most students are typically not sensitive to material on women and do not include such material. Hence, methods of persuading faculty to revise their existing syllabi to include material on women are called for. The sponsors of the Princeton Project are, on the basis of the summer study, preparing a proposal that will respond to this specific need. The project sponsors welcome comments on the subject of incorporating women into the basic curriculum at colleges and universities. They are particularly anxious to be in touch with institutions where this has been done successfully."

Copies of the preliminary report are available from the Princeton Project on Women in the College Curriculum, 308 West College, Princeton University, Princeton, New Jersey 08540. Project Director: Lois Banner, Advisory Board; Adele Simmons,

Princeton University, Chairperson; Janet Martin, Classics, Princeton; Roberta Cohen, Sociology, Princeton; Diane Ruble, Psychology, Princeton; Elaine Showalter, English, Douglass College, Rutgers University.

Women in the Work Place. A recent study by Anne Draper of the AFL/CFO finds that most women work because of economic necessity. "In general, the lower the husband's income the greater the likelihood that the wife was working" in 1976. 84% of the women in the labor force either supported themselves or were married to men whose 1975 income was under \$15,000.

Meanwhile, the gap between male and female earnings is widening. In 1956, median earnings of women working full-time was 63% of men's. In 1970, that ratio had fallen to 59% and by 1974 to 57%. The vast majority of American women still work at jobs "where women form the bulk of the labor force; where pay is usually nil or low; . . . where unionization is weak; and where equal-pay-for-equal-work laws are of little or no meaning since if women are competing with anyone for these jobs they are competing with other women."

In contrast, more companies are relocating women. Atlas Van Lines, which does a survey of corporate moving practices, reports that 38% of the 300 companies survey have relocated women as head-of-family. Women accounted for 5.6% of corporate transfers in 1976, up from 4.4% in 1975 and 2.0% in 1974. The most mobile women are still the single or divorced ones.

Help in Job Hunting for Women in Connecticut. The Information and Counseling Services for Women has launched a new affirmative action program called Job Co-op to assist highly skilled professional women find non-traditional jobs. Those interested contact: ICSW, 301 Crown St., P.O. Box 5557, New Haven, Conn. 06520.

For Your Bookshelf: Achieving Social Change for Women is the name of a new report published by the Federation of Organizations for Professional Women. The report summarizes what we learned about bringing researchers and activists together to develop a common strategy to improve the status of women. As you may recall, last year they organized a series of three meetings on achieving economic parity for women. Participating in the meetings were representatives from 10 research organizations and 80 women's action organizations. In the process of those sessions, they developed both specific lists of recommended research and action strategies and a model for how one might go about relating researchers and activists on a regular basis. The model and a summary of how they set up out meetings is the subject of the published report. The specific strategy recommendations are summarized in appendices. The report is available from the Washington office at \$2.50 each. The appendices are available in xerox form at \$5.00

Professional Women and the Mirage of Title VII. Does Title VII of the 1964 Civil Rights Act help some working women more than others in attaining equality in employment? Yes, according to a study sponsored by the Center for Research on Women in Higher Education and the Professions. The Study was designed to determine whether the success rate of female plaintiffs bringing sex discrimination actions varies by occupational category. Through an examination of every reported case of sex discrimination brought under Title VII since 1972, the researchers found that:

- * Just over one-third (37%) of professional/managerial plaintiffs were successful in their cases, but two-thirds (67%) of the non-professional/managerial plaintiffs were successful.

- * Among female plaintiffs alleging discrimination in hiring, firing, promotions and wages (i.e., not cases brought by males or involving fringe benefits), the success rate drops to 22% for professional/managerial plaintiffs, but remains approximately the same for non-professional managerial plaintiffs.

A complete report of the study, *Professional Women and the Mirage of Title VII* is available for \$1.70 prepaid from the Center for Research on Women in Higher Education and the Professions, Wellesley College, Cheever House, 828 Washington St., Wellesley, MA 02181.

Careers and Couples: An Academic Question, a collection of nineteen essays and documents, discusses the efforts of academic couples to resolve some of the conflicts between their careers and personal lives. Various alternatives are discussed: dual part time academic careers, and shared appointments. The book also includes sample contracts for shared appointments, regulations for part time appointments within the tenure track, a reading list and name of resource persons. Edited by Leonore Hoffman and Gloria DeSole, the 59-page book is available for \$3.50 from the Modern Language Association of American, 62 Fifth Ave., New York, NY 10011.

Affirmative Action Resources is a special report issued by the College and University Personnel Association (CUPA) for use by academic federal contractors and subcontractors who must comply with Executive Order 11246. The 12-page publication lists resources in the following categories:

- * legal background of affirmative action,
- * how to develop an "affirmative action plan and action program",
- * sources of data on the availability of women and minorities for college and university employment,
- * model affirmative action plans,
- * resources for affirmative action recruitment.

The regional office locations of the Equal Employment Opportunity Commission (EEOC), the HEW Office for Civil Rights, and the Office of Federal Contract Compliance Programs (OFCCP) are listed, as well as those colleges and universities whose affirmative action plans have been accepted by the Office for Civil Rights.

A Guide to Resources for EEO and-Affirmative Action -- a bibliography of resource materials for use in developing equal employment/affirmative action programs (approximately 56-pages);

Resources for Affirmative Recruitment -- an annotated list of sources for recruiting minorities and women (91-pages).

The complete CUPA packet (Affirmative Action Resources and the two EEOC booklets) is available for \$2.00 prepaid (\$1.00 to CUPA representatives) from College and University Personnel Association, One Dupont Circle, Suite 650, Washington, DC 20036. Single copies of the EEOC booklets are available free from EEOC, Publications Unit, 2401 E St., N.W., Washington, DC 20506.

The Women's Equity Action League Educational and Legal Defense Fund (WEAL Fund) has updated its Higher Education Kit. The kit, designed to inform women about their legal rights regarding sex discrimination in colleges and universities, provides resource materials and suggestions for filing complaints and includes a comprehensive bibliography. The kit is available for \$4.00 prepaid from WEAL Fund, 733 Fifteenth St., N.W., Suite 200, Washington, DC 20005.

Why Women Work. The pamphlet reports other statistics which show that "women work for the same reasons men do -- most importantly, to provide for the welfare of themselves, their families or others." Single copies of the 3-page pamphlet are available from the Women's Bureau, U.S. Department of Labor, Washington, DC 20210.

The Women's Bureau has also updated A Working Woman's Guide to Her Job Rights. The guide explains laws and regulations prohibiting sex and age discrimination, employment practices and policies, social security and pension benefits. Federal and state sources of assistance are listed. The 34-page booklet is available for \$1.20 from the Superintendent of Documents, Government Printing Office, Washington, DC 20402.

"Status of College Educated Women in Government" is an article in the fall 1976 issue of Women in Action, a publication of the Federal Women's Program. The study uses data from the Civil Service Commission's Central Personnel Data File to show that college trained women fare just as poorly in the Federal Government as in non-government employment settings. Of all federally employed women and men who received their baccalaureate or graduate degrees between 1970 and 1974:

- * 64% of the women were in general schedule grades 1-8;
- * 65.5% of the equally qualified men were in grades 9 and above;
- * over six times as many women as men were in grades 1-4: 12.5% of the women compared to 2.1% of the men; and
- * women were more "successful" than men in obtaining clerical positions: 17.6% of the women held clerical jobs, while only 1.3% of the men were in clerical positions.

These figures were reported in "Status of College Educated Women in Government," an article in the fall 1976 issue of Women in Action a publication of the Federal Women's Program. For further information write to Federal Women's Program Office, U. S. Civil Service Commission, Room 7540, 1900 E St., N.W., Washington, DC 20415.

Women in Non-Traditional Occupation. This is a bibliography of research on women in non-traditional occupations published between January 1970 and June 1976. "Non-traditional" is defined as occupations having less than 38% women in their respective labor forces, compared with the national figure of 38% women in the total labor force. It is intended for vocational education administrators, vocational education researchers setting research priorities and conducting research, and counselors, teachers, and students considering occupational choices. It will be of interest to sociologists of education and sociologists of work, as well as sociologists of sex roles. To order copies, contact Deborah Ashford, Bureau of Occupational and Adult Education, Room 4147, 400 Maryland Ave., S.W., Washington, DC 20202.

Employment Outlook for Anthropologists, Economists, Geographers, Historians, Political Scientists, Sociologists, U.S. Department of Labor, Bureau of Labor Statistics, 1976 Bulletin 1875-113. For sale by the Superintendent of Documents, U.S. Government Print-

ing Office, Washington, DC 20402. Price 35 cents. Stock number 029-001-01728-6. There is a minimum charge of \$1.00 for each mail order. This pamphlet provides information on the nature of the work; places of employment; training qualifications and advancement; employment outlook; earning and working conditions; sources of additional information for each of the social sciences listed in the title.

Available from the Association of American Colleges are the following reprints. A graph of Trends in Female Degree Recipients indicates some significant increases in recent years. The article and chart are reprinted with permission from American Education.

Men Over Forty, Women Under Forty, reprinted with permission from The Chronicle of Higher Education and Carolyn G. Heibrun, discusses the imbalance of males and females on the faculties of higher education institutions and the impact this has on policy.

The progress of women's studies courses and publications is traced in a paper on Women in the College Curriculum. The report comes from the Princeton Project on Women in the College Curriculum. Write Association of American Colleges, 1818 R St. N. W., Washington, D. C. 20009.

Periodicals: The Clearing House on Congressional Issues provides weekly information to Members of Congress to advise them of progress in women's rights. For further information write your Representative or Senator.

Journal of Reprints of Documents Affecting Women, a quarterly publication of laws, legislation, Federal regulations, administrative memoranda, and judicial decisions affecting women. Write Today Publications and News Service, Inc., National Press Bldg., Washington, DC 20045, \$36.00 prepaid.

Washington Women's Representative, a non-profit, non-partisan, newsletter reports on legislation, regulations and policy matters affecting women in published every three weeks. Write Washington Women's Representative, 110 Maryland Ave. N.E., Washington, DC 20002. \$25.00 per year.

Washington Report provides current information on pending Federal legislation affecting women's rights in education and other areas. The newsletter is published six times a year. Write Women's Equity Action League, 733 Fifteenth St. N.W., Washington, DC 20005. \$7.00 per year.

New Directions for Women, a quarterly tabloid covering such topics as women's legal rights, job opportunities, legislation affecting women, feminist events, and women in the arts. Annual subscriptions to this newspaper are \$3.00. Write to New Directions for Women, Box 27, Dover, New Jersey 07801.

ERA Monitor is published by the Equal Rights Amendment Project. Not limited to news about the ERA, the monthly magazine gives up-to-date information on court cases, legislative action, and other issues of equality. Subscriptions are available free from Monitor Magazine, 926 J St., #1014, Sacramento, CA 95814.

Comment, a newsletter on research about women and men, is now affiliated with the Office of Women in Higher Education of the American Council on Education. Each issue of Comment contains reviews of conferences, seminars, speeches, and papers; abstracts of research; and interviews with leading scholars. The most recent issue

includes a report of the April 1976 Wingspread Meeting of black women in higher education and articles on women college presidents.

Agencies, associations and institutions concerned with women's education may contract with Comment for special issues. Subscriptions are \$10 per year. Write Comment, Office of Women, American Council on Education, One Dupont Circle, Washington, DC 20036

Fuller Report on the Questionnaire. Of the 75 replies received only 10 people were looking for jobs. Of those ten, only five used the job listing to help find jobs. Of those only one got a job listed in the newsletter. A few people noted that they enjoyed reading the listings. One person who had tried using CSWEP and JOE considered the listings "purely formal and without consequence." We are not quite sure whether it was a man or woman who wrote an extensive note accusing us of reverse discrimination.

JOB OPPORTUNITIES - June 30, 1977

BRANDEIS UNIVERSITY, WALTHAM, MASSACHUSETTS 02154

Full-time Research Associate on a Labor Department funded project entitled "Private Pension Policy Simulations." In general, the person will be involved in constructing a micro-simulation model to project private pension benefits. The project is being carried out in cooperation with related research and modeling at The Urban Institute, Washington, D. C. The applicant should have graduate training in economics. One or more of the following knowledge areas or skills is highly preferred: statistics; computer programming; income maintenance programs (especially pensions); and/or labor economics. It is a two year appointment. Salary is between \$15,000 and \$17,000. Contact James H. Schulz, Florence Heller Graduate School at the above address.

CORNELL UNIVERSITY, COLLEGE OF AGRICULTURE AND LIFE SCIENCES, ITHACA, NEW YORK 14853

Assistant professor of agricultural economics to do research and extension work in agricultural finance and production. Appointment for three years in regular tenure system. PhD required. Salary commensurate with training and background. Contact Olan D. Forker, Room 102, Warren Hall at above address.

UNIVERSITY OF DAYTON, DAYTON OHIO 45469

Assistant professor of Finance (tenure track appointment), PhD or DBA required. Salary is negotiable. Teaching load is 9 to 12 semester hours. Applicant is expected to teach business finance, upper-level finance electives and managerial finance. Contact John Rapp, Department of Economics & Finance at the above address or phone 513-229-2416.

ENVIRONMENTAL PROTECTION AGENCY, WASHINGTON, D.C. 20460

EPA is looking for a new Deputy Assistant Administrator to head the Office of Planning and Evaluation, the Agency's central analytical arm. This Office, which is generally recognized as one of the best analytical shops in the Government, is responsible for program evaluation, review of all standards and regulations and the Agency's regulatory reform effort, policy planning (including energy analysis), economic analysis, and general policy development and

JOB OPPORTUNITIES - June 30, 1977

ENVIRONMENTAL PROTECTION AGENCY (continued)

analysis for the Administrator. They are also looking for candidates to serve as directors of the four divisions that report to this Deputy Assistant Administrator. (Two of the Divisions have incumbents, but both positions may become vacant through promotion over the next three or four months.) These divisions are responsible, respectively, for program evaluation, standards and regulations, economic analysis, and policy planning. Contact William Drayton or Diane Bazzle at the above address or phone 202-755-2625.

FIELDS, FREEMAN ASSOCIATES, NEW YORK, NEW YORK 10017

Quasi-governmental agency in Washington seeks economist with background in urban and housing economics and econometrics, expertise in economic forecasting and quantitative techniques. PhD or ABD plus one year experience in economic analysis in government or business preferred. Contact: Ms. Evelyn Freeman, 290 Madison Ave., N. Y. City 10017 or phone 212-889-9420.

GETTYSBURG COLLEGE, GETTYSBURG, PENNSYLVANIA 17325

Instructor or assistant professor for non-tenured position to teach principles of economics and perhaps an advanced course. Applicants should have completed or be near completion of a PhD in economics. Contact William F. Railing, Dept. of Economics and Business Administration at the above address.

INDIANA STATE UNIVERSITY, TERRE HAUTE, INDIANA 47809

Assistant professor of economics. Candidates should have completed, or very nearly completed, the PhD degree. Preferred areas of specialization include Money and Banking, Comparative Systems and/or History of Economic Thought. The normal teaching load is nine hours per semester. Salary is competitive. Applicant should send a resume and the names of two references to: Marvin Fischbaum, Chairman; Recruitment Committee; Department of Economics at the above address.

LOYOLA UNIVERSITY OF CHICAGO, ILLINOIS 60611

Assistant professor economics to teach undergraduate courses in economics department and graduate courses in School of Business in public finance. Salary is competitive. PhD required. Contact Dr. A. G. Malliaris, 820 No. Michigan Ave. at the above address.

NATIONAL RESEARCH COUNCIL, COMMITTEE ON STATISTICS, 2101 CONSTITUTION AVE., N.W., WASHINGTON, D.C. 20418

Research associate. Economist with quantitative interests or statistician with experience in economic statistics to serve on staff to appraise concepts and measurement of productivity. Experience in productivity analysis or measurement, in statistical reporting from business and other organizations, or in national income accounting, desirable. Evidence of writing ability essential. Min. one year graduate work or equivalent experience. Send resume: Margaret E. Martin, Committee on National Statistics, National Academy of Science, 2101 Constitution Ave., Washington, D. C. 20418. EOE.

JOB OPPORTUNITIES - June 30, 1977

STATE UNIVERSITY OF NEW YORK @ ALBANY, ALBANY, NEW YORK 12222

Full-time position combining directorship of Women's Studies Program with teaching responsibilities in an academic department. Selection of director to be made jointly by Women's Studies Program and appropriate department. Director will serve maximum of three years as Women's Studies Director and part-time faculty with the opportunity for a subsequent full-time tenure track appointment. Preference will be given to candidates in social science. PhD required; experience in Women's Studies and college teaching desirable. Salary and rank dependent upon qualifications. Send inquiries to, Leon J. Calhoun, Sr., Director of Personnel, 1400 Washington Ave. at above address.

STATE UNIVERSITY OF NEW YORK @ PLATTSBURG, PLATTSBURG, NEW YORK 12901

Assistant professor for natural resource economics to teach in the Institute for Man and Environment. PhD required. Contact Suzanne Gaspaid, Dept. of Personnel and Affirmative Action, Box 500 at the above address.

UNIVERSITY OF NEW HAVEN, WEST HAVEN, CONNECTICUT 06516

Chairperson: Department of Marketing, University of New Haven - reopened. Rank: Associate Professor. Salary: \$18,500 - \$20,500. Qualifications: PhD or DBA in Marketing. Competent to teach graduate courses in Consumer Behavior and Marketing Management. Willingness to become dedicated towards the development and staffing of a strong, comprehensive graduate curriculum. Appointment effective: Sept. 1, 1977. Send credentials to, Dr. Gene Grady, Dept. of Marketing, 300 Orange Ave., at the above address.

QUEENS COLLEGE, FLUSHING, NEW YORK 11367

Substitute Instructor or Assistant professor in the Dept. of Economics. One-year appointment, beginning Sept. 1977. Salary: \$13,550/\$14,680. All work on PhD except dissertation required, with dissertation near completion. Fields: Labor Economics, Economic Statistics, Microeconomic Principles. Send resumes by June 30, 1977 to Dr. Ralph Nelson, Chairperson, Dept. of Economics at above address.

RUTGERS UNIVERSITY, NEWARK, NEW JERSEY 07102

Assistant Professor of Marketing. Prefer PhD by Sept. 1977. Teach undergraduate courses. Engage in research and publication. Full-time, days, starting Sept. 1977. Can lead to tenured position. Equal opportunity. Affirmative action employer. TIAA-CREF. Contact Dept. of Economics, Rutgers University, at above address or phone 201-648-5259.

Assistant Professor of Management Science. Prefer PhD by Sept. 1977. Teach undergraduate courses in Quantitative Methods in Business, Operations Research, Statistics. Good computer skills required. Engage in research and publication. Full-time, days, starting Sept. 1977. Can lead to tenured position. Equal opportunity, affirmative action employer, TIAA-CREF. Contact Dept of Economics, Rutgers University at above address or phone 201-648-5259.

JOB OPPORTUNITIES - June 30, 1977

SIMMONS COLLEGE, 300 THE FENWAY, BOSTON, MASSACHUSETTS 02115

Assistant Professor in macro-theory, mathematical economics, and history of thought. One-year appointment. Teaching load is 9 semester hours. Salary is competitive. Contact Donald R. Sherk, Economics Dept. at the above address.

SLIPPERY ROCK STATE COLLEGE, SLIPPERY ROCK, PENNSYLVANIA 16057

Marketing or Management Assistant/Associate Professor to teach twelve semester hours. Doctorate or doctoral candidate preferred. Salary range: \$13,251 to \$21,629. Send resume, transcripts and ask three references to write to; Dr. Joseph Horton, Chairman, Dept. of Economics and Business at above address.

UNIVERSITY OF TEXAS @ ARLINGTON, ARLINGTON, TEXAS 76019

Instructor in economics. The position is temporary (1-year) and a non-tenure track. One-year renewable possible. Salary is \$11,000. Applicant is expected to teach undergraduate principles and some intermediate theory. Teaching load is 12 semester hours. MA or MS required. Some experience desirable. Contact Prof. S.T. Keim, Jr., Dept. of Economics at the above address.

SOUTH DAKOTA STATE UNIVERSITY, BROOKINGS, SOUTH DAKOTA 57006

Assistant or Associate Professor agricultural economics to teach general and agricultural marketing and price analysis. PhD in agricultural economics required. Salary is commensurate with training. Contact John E. Thompson, Dept. of Economics at the above address.

ST. ANDREWS PRESBYTERIAN COLLEGE, LAURINBERG, NORTH CAROLINA 28352

Instructor or Assistant Professor of economics to teach introductory and upper-level undergraduate courses. PhD required for asst. professor. Salary is competitive. Contact Ronald C. Crossley, Dean of the College at above address.

UNIVERSITY OF TEXAS AT EL PASO, ELPASO, TEXAS 79868

Assistant Professor in economics to teach finance courses at undergraduate and MBA levels. Salary is competitive. Contact Heldon C. Neill, Dept. of Economics and Finance at the above address or phone 915-747-5245.

UNIVERSITY OF WASHINGTON, SEATTLE, WASHINGTON 98195

Assistant Professor in Microeconomic Theory. PhD in hand, or on verge of receiving the degree in very near future. Contact Charles R. Nelson, Dept. of Economics DK-30, at the above address.

WASHINGTON STATE UNIVERSITY, PULLMAN, WASHINGTON 99164

Assistant professors in accounting, business law and markets. PhD or final

JOB OPPORTUNITIES - June 30, 1977

WASHINGTON STATE UNIVERSITY (continued)

stages of dissertation required. Salaries are competitive. Contact Charles M. Lillis, Dept. of Business Adm., College of Economics and Business, at the above address or phone 509-335-3507.

UNIVERSITY OF WISCONSIN-EAU CLAIRE, EAU CLAIRE, WISCONSIN 54701

An academic teaching position to teach at the introductory level. An MA in economics required, plus one-year experience. Salary to be determined by training or experience. Applicants should submit a letter of application, a curriculum vita, complete transcripts of academic work, and three or more letters of recommendation to Dr. Donald Ellickson, Dept. of Economics at the above address.

Changes in addresses and inquiries about obtaining print-outs from the roster should be directed to: Janice Madden, Department of Regional Science, 3718 Locust St., Philadelphia, Penna. 19104. Items of interest that you would like to have considered for the newsletter and notices of employment opportunities should be forwarded to Nancy Teeters, Committee on the Budget, U. S. House of Representatives, HOB Annex, Room 221, Washington, D. C. 20515. All other inquiries concerning the Committee should be directed to Barbara Reagan, Department of Economics, Southern Methodist University, Dallas, Texas 75222.

Questionnaire on Job Opportunities Listings

The CSWEP Newsletter has included a "Job Opportunities" section as a regular feature. The Committee is considering whether the job listings should be discontinued. The Job Opportunities section involves significant costs, both the monetary cost of printing and the implicit cost of collecting and editing the listings by a Committee member. Also, as most of you know, the American Economic Association publishes Job Openings for Economists (JOE) every two months. A comparison indicated that many of the positions appearing in the CSWEP Newsletter's Job Opportunities duplicate listings in the concurrent issue of JOE. Many more positions are listed in JOE than in the Newsletter.

We need your help to ascertain how valuable the Newsletter job listings are to you, to allow a benefit-cost analysis.

* * * * *

If you care whether the Job Opportunities section of the Newsletter is continued, please complete the following questionnaire and return by August 1st to:

CSWEP Newsletter Questionnaire

Prof. William Hellmuth

Department of Economics

(address)

Virginia Commonwealth University

901 West Franklin Street

Richmond, Virginia 23284

1. Do you see AEA's Job Openings for Economists, as well as the CSWEP Newsletter?
2. Are the Job Opportunities listings in the Newsletter more helpful to you or helpful in a different way than the listings in JOE? Please explain.
3. What loss would there be to you if this Newsletter listing of positions were discontinued?
4. In the past year (June 1976-June 1977), approximately how many jobs listed in the CSWEP Newsletter have you personally applied for? With what results?
5. Any other comments on whether the job listings should be continued?