

servation organizations such as the Sierra Club, Friends of the Earth, the Wilderness Society, and the Citizens League against the Sonic Boom, has written President Nixon to urge that the Administration's request for a \$290-million appropriation for the SST in 1971 be withdrawn. If the President refuses to do this, as he undoubtedly will, the coalition will try to have the appropriation blocked in Congress.

It has been a matter of regret to organizers of the Earth Day observances that relatively few Negroes participated, either in groups or as individuals (there were exceptions, as in the case of the Black Survival organization in St. Louis). However, while many blacks apparently viewed Earth

Day as a white middle-class exercise unrelated to their own problems, this scarcely seems a fair appraisal. In an Earth Day speech in Denver, Senator Gaylord Nelson (D-Wis.), with whom the idea for an environmental teach-in on 22 April originated, put it this way: "Earth Day can—and it must—lend a new urgency and a new support to solving the problems that still threaten to tear the fabric of this society—the problems of race, of war, of poverty, of modern-day institutions. Ecology is a big science, a big concept—not a copout."

The people most likely to be blamed for a copout are the leaders of the Nixon Administration and the leaders of both parties in Congress if the fed-

eral government does not soon take action stronger than anything now under way to stop environmental degradation. Yet when one thinks of how cautiously this Administration and this Congress (and their predecessors) have dealt with environmental problems, it would take a bold prophet to say that the government will now act to reverse existing trends. To some, it seemed symbolic that Secretary of the Interior Walter J. Hickel chose Earth Day to announce that a right-of-way permit will be granted for the controversial trans-Alaska pipeline, a project which many conservationists fear will result in disastrous oil spills or otherwise disrupt the ecology of the Alaskan tundra.

—LUTHER J. CARTER

Discrimination: Women Charge Universities, Colleges with Bias

Forty-three colleges and universities have been charged with discriminatory employment practices against women under laws that provide, as a final sanction, the cancellation of all federal contracts held by the institutions and the barring of new contracts.

Two women's rights groups, the Women's Equity Action League (WEAL) and the National Organization for Women (NOW), have filed the complaints, citing laws that forbid federal contractors to discriminate in employment against women. All the institutions named by WEAL and NOW have federal contracts.

One university, Harvard, initially cooperated with investigators from the Department of Health, Education, and Welfare (HEW) but refused early in April to open "confidential files." Harvard is playing for big stakes—until the matter is settled, negotiations on new federal contracts may be delayed. The Civil Rights Office, which must approve the contracts, may simply hold them up. Harvard was negotiating for \$3 million worth of new contracts. Payments on existing contracts, which at Harvard total \$60 million, have not been suspended, but they could be suspended

later in the proceedings if Harvard fails to adopt an acceptable plan. Personnel director John Butler, who closed the files, said he thinks HEW and Harvard will be able to negotiate a settlement.

Executive Orders 11246 and 11375 forbid discrimination by federal contractors on the basis of race, color, religion, national origin, or sex. Discrimination is forbidden in employment, promotion, pay rates, and admission to apprenticeship.

Enforcement works like this: a complaint is filed with the Civil Rights Office of HEW. HEW investigates the complaint and notifies the contractor of discriminatory practices that it has found. The contractor must draw up a written plan of "affirmative action" to correct the discrimination and to remedy the effects of past discrimination; this plan must be implemented by a specific deadline. (WEAL and NOW are drawing up a model plan of affirmative action.) If the contractor refuses to submit an acceptable plan (none has yet refused), the contractor is barred from acquiring new contracts and existing contracts are canceled. Cancellation of contracts requires a formal, public hearing, and during this process payment

on the existing contracts is suspended.

The Executive Orders have been used to counter racial discrimination in the construction industry, but they have not previously been enforced with regard to sex.

The colleges named by WEAL and NOW include public and private institutions, rich and poor, Northern and Southern: Harvard, City University of New York, the universities of North Carolina, Tennessee, Pittsburgh, Boston, and Maryland; Rutgers, Southern Illinois, Brandeis, Massachusetts Institute of Technology, Smith, Amherst, Radcliffe, and a group of small colleges—DePauw, Marymount College in New York, Clarion State College in Pennsylvania, and others. WEAL is readying more complaints against colleges and universities, and these should be filed in May.

In addition, two professional associations have been accused of discrimination against women. The American Psychological Association's journal and the American Personnel and Guidance Association placement bulletin have each published help-wanted advertisements which specify sex. WEAL is contending that such publication violates the law.

The HEW Office of Contract Compliance, Civil Rights Division, has been asked to begin an immediate "class" action and compliance review of the colleges and associations. The complaints against the colleges name these areas of discrimination: admission quotas to undergraduate and graduate schools; discrimination in financial help for graduate study; hiring practices;

promotions; and salary differentials. Dr. Nancy E. Dowding, president of WEAL, sums up the total effect: "Whether by design or accident, the effect is the same; women are second-class citizens on many a campus."

The HEW investigation is most advanced at Harvard, since investigators began collecting data there early in March as part of a routine compliance review. After NOW filed its complaint at the beginning of April, the reviewers began investigating sex discrimination also. On 7 April, the university personnel office refused to open certain files to the investigators, and the HEW team left.

Confidential Files

Butler said his department had cooperated fully in providing impersonal data, but denied the investigators access to individual files which are considered confidential. The HEW investigators had found, after running their information on female employees through a computer, that a large majority of the women employed by Harvard are in three job categories: secretaries, clerks, and laboratory research assistants. They also found a pattern of lower salaries for female employees. When the team attempted to investigate further, they were denied access to the files.

A Harvard statement said that while the inspectors demanded to see only the employees' salary and wage records, they claimed they also wanted to examine other files. The team claimed, according to the statement, that they had a legal right to examine "all university records." The statement points out that "all university records" could include student records, faculty records, departmental records, and medical and psychiatric records.

The statement said that the university has refused requests for access to files from the Federal Bureau of Investigation, the Central Intelligence Agency, the Bureau of the Budget, the National Science Foundation, and the Departments of Defense, State, Justice, and Commerce. The statement did not explain what these agencies wanted, or how Harvard's refusals to them related to the refusal to the HEW employment investigators.

The HEW team offered to send Harvard a letter stating which specific files were needed for the review. The letter has arrived at Harvard, and the administration is considering what to do.

Dr. Bernice Sandler, chairman of the action committee on federal con-

tract compliance for WEAL, explained that the HEW investigators wanted to know when women were hired, at what salaries, and how fast they were promoted. "This information has to come out of individual files. I'm sure Harvard doesn't compile it with regard to women. We wonder what Harvard is hiding. . . . This information is essential to settling the complaint."

Two proposals have been advanced at Harvard within the last 2 weeks for establishment of committees to investigate sex discrimination. (Stanford, the University of Chicago, and some other schools have such committees.) One of the proposals was advanced by a group of women faculty which has mailed a preliminary report on the status of women to every member of the faculty. The report points out that there are at present no women full or associate professors at Harvard (this does not include Radcliffe). Of women holding positions in the Harvard administration, only 8.1 percent are in the highest ranks. In contrast, there are 444 male full professors and 28 percent of male administrative employees are in the highest ranks. "A general impression exists among women that they are paid less than men at the same administrative level . . . the impression is so widespread that it should be either proved or disproved," the report says.

Four days after this report was mailed, another push came for establishment of a committee on the status of women. NOW members presented Harvard President Nathan Pusey with a petition, signed by 1400 students, faculty, alumni, and employees, urging the formation of a committee and "affirmative action to resolve the issue of discrimination on the basis of sex."

Perhaps typical of the complaints filed by the women's groups against colleges and universities is the one charging discrimination at the University of Maryland. WEAL members surveyed 15 departments in the College of Arts and Sciences. More than half of the departments had no women who are full professors; only six of the departments had as many as two women with tenure. In contrast, 57 percent of the instructors are women.

The University of Maryland's proportion of women graduate students did not match the proportion of women faculty. The psychology department, with women accounting for 47 percent of its new graduate students and 37 percent of its graduate assistants, has two women on its staff of 35 tenured

faculty members. The mathematics department, with women accounting for 24 percent of its new graduate students and 68 percent of its instructors and assistant instructors, has 23 fellows, all male.

The WEAL complaint against the University of North Carolina is aimed specifically at the university's admitted policy of enrolling women on a quota basis, but not men. The women must also be "especially well-qualified" to be admitted. The complaint argues that for students planning an academic career, admission to college is analogous to entering a trade apprenticeship program and thus is covered under the executive orders.

Besides the complaints already filed, and the ones being readied, WEAL hopes to file complaints in most states of the union. The organization was started by a group of women lawyers in 1968-69, and most of its members are professionals. The national headquarters are at Fairview Park, Ohio, a suburb of Cleveland, where the president now lives. Currently WEAL has members in more than 30 states. NOW was formed in 1966 by Betty Friedan, author of *The Feminine Mystique*. NOW has 35 chapters but does not know its overall membership.

Congressional Pressure

Although the government began its investigations at colleges and universities because of the women's groups complaints, pressure has also been applied from Congress. Representative Martha Griffiths (D-Mich.) has asked the Secretaries of Labor and HEW to compile a list of all colleges with federal contracts and to review these institutions for compliance with anti-sex-discrimination laws. Twenty-two congressmen have sent supporting letters to Labor and HEW. J. Stanley Pottinger, acting director, Office for Civil Rights, has begun a program to review the complaints as quickly as WEAL and NOW file them. His office is not now reviewing all the colleges with federal contracts, as Mrs. Griffiths asked, but it may do so after the pending complaints are settled. In a letter to Mrs. Griffiths, Secretary of HEW Robert H. Finch explained that he will request additional civil rights resources from Congress for fiscal year 1971, "so that we can give expanded attention to the problems of sex discrimination."

In a speech on the House floor early in March, Mrs. Griffiths, a board member of WEAL, simultaneously ex-

plained and dismissed the common reasons given by institutions for their discrimination against women.

"For years there has been a shortage of college teachers, yet there has been little serious effort to recruit women for college faculties. The excuse often given that there is a shortage of qualified women is ridiculous. For example, at Columbia University women receive about 25 percent of its doctoral degrees, but comprise only 2 percent of the tenured faculty in its graduate schools. Furthermore, contrary to academic mythology, a higher percentage of women with doctorates go into college teaching than do men with doctorates. The argument that women are lost to the academic world when they marry is also a myth, since over 90 percent of the women with doctorates are in the labor force. Women comprise 40 percent of the faculties in teachers' colleges, and about the same in junior colleges. But in the prestigious private and state universities the percentage of women is much less."

Outlook Unclear

Despite the pressure from WEAL, NOW, and Congress, and the encouraging letter from Finch, it is unclear exactly how much support this Administration will give to the cause of women's equality.

On 1 October 1969, the President established a task force on women's rights and responsibilities. The task force, chaired by Miss Virginia R. Allan, executive vice president of Cahalan Drug Stores, Inc., finished its report and submitted it to the White House last December. It calls for a number of changes in laws and enforcement procedures—including passage of the proposed Equal Rights Amendment to the Constitution, which would give women full legal equality—and it asks the President to send a women's rights message to Congress. The report still has not been released, although portions of it appeared in the *Detroit Free Press*, the *Miami Herald*, and the *Washington Post*; it is apparently considered so "strong" the White House is reluctant to release it.

The report equates the struggle for equality for women with the battle by blacks for social justice. If this view spreads as quickly as the women's groups hope it will, the universities and colleges may soon have reason to recall Shakespeare's "Hell hath no fury like a woman scorned."

—NANCY GRUCHOW

APPOINTMENTS



J. LaBelle



B. S. Old

Jenijoy LaBelle, assistant professor of English literature, is the first woman professor on the California Institute of Technology faculty. . . . **Bruce S. Old**, senior vice president, Arthur D. Little, Inc., to first foreign secretary, National Academy of Engineering, and deputy foreign secretary for engineering affairs, National Academy of Sciences. . . . **Harold M. Fullmer**, chief, experimental pathology branch and histochemistry section, National Institute of Dental Research, to director, Institute of Dental Research, University of Alabama. . . . **Roy Curtiss, III**, biology division, Oak Ridge National Laboratory, to associate director, University of Tennessee—Oak Ridge Graduate School of Biomedical Sciences, Oak Ridge. . . . **Martin Meyerson**, president, State University of New York, Buffalo, to president, University of Pennsylvania. . . . **Lauren A. Woods**, head, pharmacology department, University of Iowa, to vice president for health sciences, Virginia Commonwealth University. . . . **Seymour S. West**, acting chairman, engineering department, University of Alabama, Birmingham, appointed chairman of the department. . . . **Baruj Benacerraf**, chief, laboratory of immunology, National Institute of Allergy and Infectious Diseases, NIH, to head, pathology department, Harvard Medical School. . . . **James R. Balsley**, professor of geology, Wesleyan University, to assistant director for research, U.S. Geological Survey. . . . **Donald P. Hearth**, director of planetary programs, Office of Science and Applications, NASA headquarters, to deputy director, Goddard Space Flight Center, Greenbelt, Md. . . . **Edward C. Andrews**, dean of health sciences and medicine, University of Vermont, to president of the university. . . . **Clifford Geertz**, professor of social anthropology, University of Chicago, to professor in the new school of social sciences, Institute for Advanced Study, Princeton, N.J.

RECENT DEATHS

George A. Anderson, 84; former director, Chas. Pfizer & Company, Inc.; 7 March.

Richard Ashman, 79; professor emeritus of physiology, Louisiana State University Medical Center; 28 February.

Louis Berger, 76; former clinical professor of surgery, New York University Downstate Medical Center; 27 March.

Armour J. Blackburn, 66; retired dean of students, Howard University; 28 March.

Karl A. Bosworth, 61; director, Institute for Urban Research, University of Connecticut, and professor of political science; 16 March.

James G. Clapp, 60; professor of philosophy, Hunter College; 27 March.

Chris T. Elvey, 70; director emeritus of the Alaskan Geophysical Institute; 25 March.

Arthur T. Erwin, 96; Iowa State University emeritus professor of horticulture; 2 March.

Bernard J. Katchman, 52; professor of chemistry, University of Dayton; 14 March.

Bernard T. Kelly, 57; associate professor of physics, Manhattan College; 28 March.

Julius A. Krug, 62; former Secretary of the U.S. Department of the Interior; 26 March.

Charles D. Moodie, 54; head, agronomy department, Washington State University; 12 March.

Harry E. Moran, Jr., 56; chemist, Naval Research Laboratory, Washington, D.C.; 26 February.

William E. Moran, Jr., 54; president, Population Reference Bureau, Inc.; 8 March.

Charles Packard, 85; former director, Marine Biological Laboratory, Woods Hole, Mass.; 8 March.

Edward J. Pulaski, 59; former director of basic research, Walter Reed Institute of Research, Washington, D.C.; 4 March.

Nicholas S. Timasheff, 83; sociologist and former Fordham University professor; 9 March.

Eugene F. Van Epps, 58; president, American Board of Radiology and professor of radiology, University of New Mexico School of Medicine; 11 March.

Wilson D. Wallis, 84; professor emeritus of anthropology, University of Minnesota; 15 March.

Wilmot H. Webb, 38; aeronautical engineer, Thompson Ramo Wooldridge Inc., Los Angeles; 15 March.