HEW's 344 public advisory committees of nongovernmental experts, more than half of which serve NIH, are also characterized by a paucity of women. At NIH, for instance, there are only 105 women among the 1939 members of the various advisory groups, which shape the course of extramural research affecting both sexes. The only NIH committees on which women predominate are the seven concerned with nurses' training, according to a survey by Florence Moog, a zoology professor at Washington University, St. Louis, Mo.

A limited supply of women scientists in the United States, due to well-documented discrimination in higher education, as well as other factors, explains why the female-male ratio in the 11 to 18 grade range at NIH is considerably lower than the 50-50 one might reasonably expect. Actually, NIH employs more than its share of the available women scientists. Nevertheless, the inadequate supply argument fails to explain why the proportion of women declines progressively between grades 11 and 15, or why women's share of positions in the grades usually assigned to lab technicians (GS-7 to GS-9) is 67 percent, while in the grades usually reserved for top administrators (GS-16 and up), it is 0 percent. Nor does it account for Moog's calculation that 2.8 percent of NIH's extramural advisers (excepting those on nursing committees) are women, while 7.5 percent of all Ph.D. scientists and 7 percent of all doctors in the United States are women.

Regardless of rank, HEW women, like most women in the U.S. labor force, perform "mainly the long-accepted 'serving' jobs: clerks, secretaries, nurses, staff assistants, and occasionally a 'deputy chief' of something. Positions of real program responsibility and authority—with few exceptions—are held by men." §

Although comprehensive data on specific agencies, such as NIH, are unavailable, small-scale studies and the experiences of individual women interviewed suggest certain patterns. There are proportionally more professional women scientists in the agency's extramural division than in its intramural division. In the extramural sector, professional women tend to work as intermediate-level scientist-administrators. Women are mainly technicians in the intramural laboratories, although a select few do research. A disproportionate share of NIH's high-ranking women are in the Division of Nursing.

Joy Hochstadt-Ozer, a guestworker at NIH from the American Heart Association, told *Science* that a study she conducted on a sample of 596 National Heart and Lung Institute employees shows that, in general, there is "a 2 to 3 grade difference between men and women with the same education and service time." The median GS rating for women with Ph.D.'s is 13 (salary $17,761 to $23,089), whereas for men with Ph.D.'s, it is 15 ($24,251 to $31,523).

Those women who do climb to the higher grades rarely wield authority as

§ Taken from an unpublished 8 July 1969 HEW report entitled "Equal Employment Opportunity for Women."

HEW Advisory Jobs to Go to Women

Almost all upcoming appointments to HEW advisory committees will be filled by women, if HEW officials take to heart a strongly worded memorandum issued on 29 September by Secretary of HEW Elliot L. Richardson. The committees covered by the directive include the 181 advisory committees—staffed by some 2000 scientists—which advise the National Institutes of Health on the funding of research and training in health-related fields.

The new directive updates a 4 June memorandum in which the Secretary urged HEW officials to pay heed to the importance of hiring more women. The new statement is more pointed:

"At least one woman shall be appointed to each advisory committee by December 31 if there is a qualified woman available for appointment. Substantial representation of women shall be deemed to be one female for every two males. Assuming qualified women are available to fill vacancies, at least one-third of all nominees or appointees for committees shall be women."

The document instructs HEW officials to make monthly progress reports to Edward Henley, III, the committee management officer for HEW.

The directive stipulates that "all advisory committees shall have a substantial representation of women as soon as possible." But it offers what would appear to be a loophole for those advisory committees—including many of the NIH committees—that deal with technical matters; "This definition shall not apply to appointments to technical level advisory committees if it is determined after substantial efforts at recruitment that sufficient women are not available in a given field of expertise."

Ronald Lamont-Havers, Associate Director of NIH for Extramural Research and Training, says that for several months, NIH has been looking at the issue of female representation on its advisory boards and is keeping lists of women scientists who might qualify for vacancies. He says that the goal of one woman for every two men on NIH committees cannot possibly be achieved by 31 December. Committee members serve for 4-year terms; hence only one-fourth of the membership terminates each year.

Julia Apter, professor of surgery at Rush Medical College and a women's rights activist, estimates that, exclusive of women on the nursing panels (who are, by and large, nurses rather than academic or industrial scientists), only 48 of the 181 NIH scientific advisory committees have women as voting members. A total of 52 women currently sit on the panels, a decline from her head count of 141 women 3 years ago.

Apter also estimates that 499 positions on these committees have or will become vacant at some time during 1971. Of these, 254 have been filled, but only 9 of them by women, and about 13 by other minority group members. She says, 245 vacancies remain unfilled. Barring any loopholes, the new Richardson directive could mean that these prized seats will go to women scientists.—D.S.