Office of Opportunities in Science: The Professional Associations and Equal Opportunity

Efforts have been made in recent years to improve the status of and increase the opportunities available to minority and women professionals. The federal government has played an important part in employment and education in requiring that employers and educators develop affirmative action programs as a condition for receiving federal funds. These efforts, however, have concentrated on changes at the recruitment, hiring, and promotion stages while neglecting other points at which there can be significant contributions to the achievement of equal opportunity. Especially during a recession, when opportunities are limited and mobility conspicuously slowed, we need to explore additional ways of broadening opportunity that depends on nonmonetary rewards rather than on new slots and new hirings. Much can be done, for instance, through the professional associations, to open the channels to education, achievement, and recognition in professional life for women and minorities.

Although they vary widely in their specific purposes, the professional associations are "gatekeepers" in their respective fields. Annual meetings provide visibility and access to new ideas and information. Appointment or election to committees and offices within the association is a mark of recognition within the field. Professional associations are the major publishers of scholarly journals and reviewers of books, and generally write and circulate the "news of the profession." They sometimes set standards for degree programs and control certification for practice. More often than not, the persons who control the prominent graduate schools and departments in a given field are also the persons who play a dominant role in the affairs of their professional association, in determining the direction, content, and rules of that profession. The membership of these groups tends to be white and male.

The experience of numerous professional associations—the AAAS and its affiliates among them—illustrates the many ways in which the societies can play a significant role in increasing the status of women and minorities. They can do this in three areas: (i) by increasing the women and minority members in all association activities; (ii) by developing special programs for minorities and women; and (iii) by monitoring and publicizing information on the status of women and minorities in the profession.

1) Concerned, activist minority and women members need to be included in all committees and advisory bodies and in sufficient numbers to have their presence felt. They also should be placed on editorial boards and included in the governing structure of their professional associations. The policies of reviewing and publishing services should be reexamined to assure the inclusion of women and minorities in these activities also. Conscious efforts to seek out appropriate minority and women participants for the annual meetings can do much for the visibility and probable recognition of these professionals, whose work tended to be omitted or glossed over in the past. At the AAAS Annual Meetings it was found that when there were minority and women symposium arrangers, there tended to be a higher percentage of women or minority panelists. Consequently, members of these groups were urged to become arrangers as the quickest way to increase participation.

2) Professional associations have developed a variety of programs to help overcome historical patterns of exclusion. The American Sociological Association, American Political Science Association, and American Geological Institute have established minority fellowship programs with funds from government grants and corporations and individual contributions. The AAAS developed a project to help coordinate the roster efforts of minority and women professionals. The American Council on Education has a program to train female academic administrators.

Even more important in the long run is the incorporation of minority and women's concerns in general association programs. Success in this area will gradually relieve the associations of the need to develop special programs for minorities or for women. For instance, within the AAAS international, science education, and communications programs there are now aspects that deal with women's or minorities' perspectives and/or problems. Similarly, the American Psychological Association's Board on Education and Training produced an excellent report on sexual bias in graduate psychology programs. The concerns of women and minorities will be dealt with more comprehensively when they become the work of all professional programs rather than the responsibility solely of special programs.

3) Finally, the professional associations can make a major contribution by monitoring the status of women and minorities in each of their professions. The reports of associations' commissions on the status of women or minorities provide in their recommendations good examples of directions in which the societies can move. The American Physical Society established a committee on women in 1971, produced a fine report, and continues to monitor the progress of women physicists. In 1974, the American Chemical Society's Women's Committee produced a good short piece on women faculty in institutions granting Ph.D.'s. The most recent comprehensive report published is the American Astronomical Association's report on the status of women in astronomy (1974). This publication, sotto voce, covers the ground: salaries, rank, publishing, and so forth. A list of recommendations illustrates what a professional association could accomplish for equal opportunity at little expense.

The reports on minority status are not nearly as complete as are those on women. The information is harder to get, and in the natural sciences especially, there are proportionately fewer minorities. In many associations their numbers have not reached the "critical mass" necessary to apply sufficient pressure or to supply sufficient numbers

of volunteers to get the surveys made.

Also, more is known about some fields than about others. In general the natural science associations have collected more complete information than have the social science associations, except in biology where we know almost nothing about the numbers and status of women and minorities.

An unequivocal policy is a necessary first step for almost any association. Second, a high-powered commission or committee is necessary to continue functioning as a watchdog after the initial investigation. And every commission member will testify that adequate and dedicated staff support is a necessity. Efforts for women are gathering momentum in most of the associations. Efforts on behalf of minorities are not so many nor so intense. The problems involved in increasing their numbers and improving their status in the sciences are indicative of the depth of racial segregation still prevalent in our professional lives. These problems are resistant to change and their solution will require much greater effort than they have received so far.

1974 AAAS Prizes Announced

AAAS-Newcomb Cleveland Prize: Amos M. Nur, Department of Geophysics, Stanford University, for his paper on "Origin of Velocity Changes Before Earthquakes: The Dilatancy Diffusion Hypothesis and Its Confirmation," which he gave at the 1974 San Francisco meeting.

AAAS Socio-Psychological Prize: William E. McAuliffe, Harvard University, and Robert A. Gordon, Johns Hopkins University, for their paper entitled "A Test of Lindesmith's Theory of Addiction: The Frequency of Euphoria Among Long-Term Addicts," originally published in the *American Journal of Sociology*.

AAAS-Westinghouse Science Writing Awards: For science writing in newspapers with over 100,000 daily circulation, George Alexander, Los Angeles *Times*, for three articles: "Our Universe: Is It Expanding or Is It 'Closed'?" (2 January 1974); "Scientists Working to Unlock the Chemistry of Behavior" (31 March 1974); and "Fossil-Dating Technique May Bring New Outlook on Man" (18 August 1974).

For science writing in newspapers with under 100,000 circulation: Judith M. Roales, *Delaware State News*, for a ten-part series on the oil and gas industry in Louisiana and Texas as it applied to probable development in Delaware (17 to 27 February 1974).

For science writing in magazines: Michael Rogers, *Rolling Stone*, for an article "TOTALITY, A Report" (11 October 1973), which described observation in Mauritania of the 1973 total solar eclipse.

1975 AAAS Awards Announced

This year the Association will inaugurate the AAAS-Rosenstiel Award in Oceanographic Science, with support from the Rosenstiel Foundation through the Rosenstiel School of Marine and Atmospheric Sciences of the University of Miami. The award of $5000 and a certificate will honor outstanding achievement and distinction in oceanographic science, including relevant aspects of ocean engineering where significant new principles are concerned, and aspects of atmospheric science with important implications for understanding of oceanic processes.

Because of the multidisciplinary nature of oceanographic science, selection of recipients will be based on a 3-year cycle. The 1975 award will emphasize geology, physics, and chemistry of the seabed.

The award will be presented at the AAAS Annual Meeting. The recipient will be invited to spend a week at the Rosenstiel School for lectures and dicussions with faculty and students.

Nominations for the 1975 award are invited. They should include adequate justification (one or two pages) together with identification of relevant publications, and should be sent to the Chairman of the Selection Panel, Dr. Joshua I. Tracey, U.S. Geological Survey National Center, MS 915, 12201 Sunrise Valley, Herndon, Virginia 22070, for receipt not later than 1 July 1975.

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Through the generosity of the late Arthur F. Bentley, the AAAS offers an annual Socio-Psychological Prize of $1000 for a meritorious paper that furthers understanding of human psychological-social-cultural behavior. The prize is intended to encourage in social inquiry the development and application of the kind of dependable methodology that has proved so fruitful in the natural sciences.

Entries should present a completed analysis of a problem, the relevant data, and interpretation of the data in terms of the postulates with which the study began.

Unpublished manuscripts and manuscripts published after 1 January are eligible; the maximum length is 30,000 words; identification of author(s) must be removed. Entries and brief abstracts must be submitted in quintuplicate no later than 1 September 1975. For complete instructions write to: Executive Office, AAAS, Eighth Floor, 1776 Massachusetts Avenue, NW, Washington, D.C. 20036.

Notes from Other Offices

Science and Society: The deadline for application to the 1975–76 Congressional Science Fellow Program was 31 March. The office received approximately 70 complete applications. The Ad Hoc Selection Committee is in the process of screening applications and preparing to interview finalists. The winners will be announced in the next AAAS News (6 June issue of *Science*).

Reprints of the AAAS "White Paper," "Organization for science and technology in the Executive Branch" (7 March issue of *Science*), are available on request from this office.

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International Science: The second *Science* compendium entitled *Population: Dynamics, Ethics and Policy*, consisting of 31 articles, reports, and reviews which appeared originally in *Science* between 1966 and 1975, is being published this month with a preface by Margaret Mead and an introduction by Priscilla Reining and Irene Tinker. The book is also the second in a series of AAAS occasional publications on the subject of population produced under the guidance of the Advisory Committee on Cultural Factors in Population Programs. (The first book in the series is *Culture and Population Change*.)

Dr. Marcel Roche of Venezuela has accepted the invitation of the Coordi-

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