

MAJOR REPORT ON PROFESSIONAL WOMEN AND MINORITIES

PROFESSIONAL WOMEN AND MINORITIES—A Manpower Data Resource Service is a comprehensive new study published by the Scientific Manpower Commission for use by educational institutions, industry, and government. This 320-page publication brings together for the first time virtually all available data on manpower at professional levels with special emphasis on women and minorities in the natural and social sciences, engineering, arts, humanities, education and the professions.

Published in loose-leaf format with appropriate subject divider tabs, this four-part reference book includes basic information on affirmative action, manpower data in all fields from more than 100 sources; recruitment resources; and an annotated bibliography and cross index. Approximately 400 tables and charts with breakdowns by sex and/or minority status provide data on enrollments; degrees; and on general, academic and federal work-force participation by field and subfield. Each data resource section, arranged by field, is supplemented with textual highlights of the data and lists of specialized recruitment resources for women and minorities in that field. A continuing subscription service will provide semi-annual updates and supplementary data.

The 2-year preparation of this report was supported in part by The Ford Foundation.

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to enforce the law. To quote the U.S. Commission on Civil Rights, "... Clearly, the promise of equal employment opportunities has not been achieved in institutions of higher education; HEW's failure to enforce the Executive Orders has played no small role in frustrating this objective" (3). The General Accounting Office has also found that HEW negotiated and conciliated with colleges over prolonged periods rather than requiring them to prepare acceptable affirmative action plans, and has failed to penalize those that don't (4).

HEW has dragged its collective feet to the extent that it had to be ordered by a federal court to impose sanctions on ten states that had been in flagrant violation of the law for years (5). A suit has recently been filed alleging lack of enforcement of affirmative action by HEW and the Department of Labor (6).

Weinberger says that the regulations call for "good faith attempts" rather than strict quotas. However, in the area of affirmative action, the courts have held consistently that "good" or "bad" faith is not the keystone, but rather that the results of policies are what count (7). Any recruiting or promotion requirement that has a disparate effect on minorities must be validated as an "essential business necessity," but universities often refuse to do this, and HEW has not pushed the matter. Although academicians may hold as an article of faith that publishing is a valid predictor of future job performance, it is not proven. There are other facets to the job of being a "qualified" faculty member besides doing research (such as teaching and counseling), and these may not be predicted well by the amount of publication (8).

Where were the cries of horror and the concern for quality in years past, when the hiring pattern in major universities consisted of "you hire my graduate students and I'll hire yours," a system which perpetuated the old-boy network to the exclusion of women and minorities? It seems to me that universities are being hypocritical if they complain about the possibility of having to hire a *possibly* unqualified minority (without any validation of the standards used for qualification) when, in fact, the percentage of minority faculty members has not increased perceptibly in the last few years.

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Hepatitis B Vaccine

In the interest of a more complete representation of the present state of development of a vaccine against the ubiquitous and debilitating hepatitis B virus (HBV), I would like to add some relevant information omitted from Thomas H. Maugh's article (*Research News*, 11 April, p. 137). Maugh reports that two groups of investigators, one from the National Institutes of Health and one from the Merck Institute, have independently developed a new vaccine against HBV, a vaccine containing hepatitis B surface antigen (HB_sAg) isolated from chronic asymptomatic carriers of HBV.

In 1974, a group from the State Institute of Hygiene, Warsaw, Poland, headed by A. Nowoslawski and myself, developed a vaccine based on the same principle as that of the American investigators. To isolate HBV-derived antigens (HB_sAg, HB_cAg) from the serums of chronic asymptomatic carriers of HBV, we used immunoadsorption column chromatography, followed by formalin inactivation of HBV-derived antigens.

The vaccine has been tested for immunogenicity in humans with both acute and chronic hepatitis B and in patients convalescing from hepatitis B infection (1). Safety controls for the first batch of vaccine have been established in chimpanzees, and challenge experiments have been performed, also in chimpanzees, here at the Wistar Institute. Additional batches of vaccine will be available soon, and their protective effect will be checked in humans in HBV endemic areas.

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