with the task of producing reasonable and fair presentations of the contrasting sides of the issue.

The academic environment, with its traditional dialogue and cooperative approach toward assessing the truth, should be a good setting for this task. It might help to transform the relationship between the public sector and corporate decision-makers from the present adversarial one "to one of joint decision-making and negotiation of differences in good faith," as Baram suggests. Our universities should make a joint effort to assess and plan the uses of technology.

The new citizen-feedback techniques mentioned by Baram could help to keep the universities in tune with the realities of the pervasive social impacts of technology, which are difficult to measure or quantify but are, as Baram states, "nevertheless real and should be as integral to decision-making as quantifiable technical and economic considerations."

Do we teach this in our university science and technology courses? We should.

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Women Job Applicants

The biochemistry and botany departments at the University of British Columbia have recently advertised vacancies for assistant or associate professors. Since 10 to 20 percent of the Ph.D.'s in these two fields are awarded to women, one would expect about the same proportion among the applicants. Not so. Only 7 out of 140 applicants for the biochemistry position (5 percent) and 3 out of 90 applicants for the botany position (3 percent) were women.

It's no wonder that women make up such a small proportion of faculty if they don't apply for the jobs. This is one factor we can't blame on the men. It's a rare department chairman these days who isn't sensitive to the possibility of being criticized for not having enough women on (his) staff. Figures like these give them an excuse.

Come on, girls, let's not give up without trying. This is one aspect of our problem we can solve, ourselves, right now.

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Survey of Academic Job Applicants

In *Science* of 4 February 1972, we advertised vacancies for qualified faculty in several areas of biology. We received 465 applications from qualified candidates, and at the end of April 1972, the 459 unsuccessful persons were invited to complete and return a prepaid postcard stating the number of applications they had submitted, the number of interviews to which they had been invited, and the number of positions they had been offered. By the end of July 1972, we had received 246 usable replies which represent 54 percent of the survey.

The data show that the 246 candidates submitted a total of 17,431 applications, an average of 70 per candidate; 34 percent submitted 20 or less, 28 percent submitted between 21 and 50, 15 percent submitted between 51 and 90, and 23 percent submitted over 91 (including 8 over 300). The 246 candidates had a total of 367 interviews distributed between 162 persons; 34 percent had no interview, 25 percent had one, 21 percent had two, 14 percent had three or four, and 6 percent had between five and eight interviews. The 246 applicants received a total of 161 job offers distributed between 99 applicants; 60 percent received no offer, 23 percent received one, 12 percent received two, and 5 percent received between three and five offers.

The individual experiences of the candidates must have affected the likelihood of their responding to the questionnaire, but I have no way of knowing in which direction the bias operated.

It is possible that the rejection of excess job offers by some candidates provided openings for a few of those who indicated no offer at the time of response, and the appearance of the situation would be improved a little by including in the survey the six successful candidates hired by George Mason University. The inclusion of these raises the number of successful candidates to 105, that is, 42 percent of the responders.

No further analysis of the data has been undertaken, but I would be pleased to make the data available. We expect to hire at least four more biology faculty this year so any suggestions for a better-planned survey would be welcome.

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