

CSWP GAZETTE

A Newsletter of the Committee on the Status of Women in
Physics of the American Physical Society

September 1, 1981
Issue #3

Foreword to our readers:

On behalf of the Committee, I wish to thank those of you who responded to my plea in Issue 2 of the CSWP Gazette to send in responses to articles and to submit news items about yourselves and associates. Many of your submissions have been included in this issue. All news items received before the copy deadline date have been incorporated into this letter. Any which missed the deadline will, unless they will be so out-of-date so as to be irrelevant, be included in Issue 4, whose tentative mailing date is December 1, 1981. (Copy deadline is about one month earlier.) Please continue to submit items.

In addition to some nuisance typos in Issue 2, there is a serious typographical error. The first meeting of the newly constituted APS Committee on the Status of Women in Physics will be in January, 1982, at the San Francisco APS meeting, *not* in June, as was printed in Issue 2. Nominations, including self-nominations will be gratefully received any time through October 5, 1981, for new vacancies. The present committee will sort through the possibilities and attempt to arrive at a balanced (geographically, sub-fields diversification, industry vs. academia, age, etc., etc., etc.) list for submission to W. W. Havens, who will propose candidates for appointment by APS president Art Schawlow.

Letters to the Editor

Department of Biomathematics
UCLA School of Medicine
Los Angeles, California 90024

Dear Dr. Engle:

Many thanks for sending the Gazette. Are we doing anything (or need we) to help women professionally trained in physics to reenter the job market after having opted for some years to be homemakers? Both counseling on new related fields that have opened up (e.g., computer science) and some fellowship support for retraining might be considered.

Dr. Hansen's assessment of "Double-Blind Refereeing System" made a number of good points. There is little doubt that somebody requesting a "blind" review under a system that permits options, risks imparting a sense of defensiveness to the reviewers. Also, it is true that one can make a good guess at the author or his/her institution in some cases, — though most of us have neither the time nor inclination to dig into something like that unless it is entirely obvious.

To me, it is simply a matter of fair play to make the system symmetrical. I have always asked to be identified as a referee, and I hope that my comments have enabled authors to write a better paper next time. However, choosing between the completely-open and double-blind modes, I prefer the latter. Not all potential referees are as impervious to fears of not being liked as one might hope for; that's simply a fact of life. On the other hand, it is difficult to conceive of *any* need whatever for a referee to know an author's identity. A standard practice of

blinding authorship of *all* incoming papers would avoid the problem of making a person who requests blinding suspect. The only people who might be affected are a few whose papers continue to be accepted on the basis of reputation rather than the paper's content. However, a constructive attitude toward refereeing, — suggestions for improvement rather than flat rejection — should help somebody with past publishing stature to hit the mark the second time. Can anybody advance substantial reasons why there should *not* be a double-blind system of refereeing for scientific publications?

I agree that such a system for reviewing grant applications would be entirely inappropriate, — for the reasons stated in the article.

Keep up the good work!

Sincerely,

Carol M. Newton
Professor & Chairman

Editor's Reply:

Dear Dr. Newton:

Thank you very much for your thoughtful commentary.

At present, CSWP is not doing anything to speak of to assist women trained in physics to re-enter the job market after dropping out for any length of time. Dr. Carol Jo Crannell has summarized elsewhere in this issue the status of all NSF programs for women in physics. During the past few years, I had heard discussions of programs for women trained at the M.S./Ph. D. level in physics to enable them to "re-tool" as engineers at the B.S./M.S. level with a minimum of additional schooling. I attempted to locate some specific programs currently being funded. My only successful discovery is the program at California State University at Northridge presented elsewhere in this newsletter.

If any of our readers know of currently funded programs to begin on or after January 1, 1982, I would very much appreciate receiving information concerning

them for inclusion in our December 1 issue. (Copy deadline is about Nov. 1 for that issue.)

Sincerely,

The Editor

National Aeronautics and
Space Administration
Goddard Space Flight Center
Greenbelt, Maryland 10771

Dear Editor:

You and your readers may be interested in a program we have at NASA/Goddard Space Flight Center. Goddard has a Federal Women's Program and under it there are several sub-committees, one of which is Role-Modeling for Young People. This subcommittee has conducted its fourth Summer Institute for Junior High School Girls in July, 1981. This program consists of two weeks at Goddard with hands-on experience in science, engineering, and mathematics-computers for eighth grade girl graduates under female mentors in those fields. This year 30 girls from the Washington Metropolitan area were accommodated under 30 mentors. In addition to hands-on projects that the girls work on, they are indoctrinated in the programs at Goddard, constructing and flying their own model airplanes and fraternizing with female scientists, engineers and mathematics-computer experts. For some it was the first opportunity for them to see females at work in such fields and to get to know them. The objective of the program is to make the girls aware that non-traditional careers are not only open to them, but are now occupied by females.

Sincerely,

Winifred S. Cameron

Southern Connecticut State College
501 Crescent Street
New Haven, Connecticut 06515

June 26, 1981

Dear Editor,

I was delighted to receive a copy of the CSWP Gazette—two copies in fact (one as Elizabeth A Wolf 01227 and one as Dr. Elizabeth A. Wolf 00019 — I wonder if it is the Dr. or the . that made the difference).

I am at present teaching a physics course for budding school teachers and will certainly write for "Wanted: More Women in Science and Technology" packet. It is good to see that middle school as well as high school is drawing attention, but now what about elementary school? From experience in "Physics for Education Majors" I have come to feel strongly that the greatest problem is to change the *attitude* of teachers to Physics, especially teachers of very young children. The automatic "Physics-ugh!" response can be handed on to children at a very young age, and it often is! It seems to me even more important that elementary school teachers be led to teach their classes to like physics (and so pick a physics course later on), than it is to improve the actual scientific skills of the teacher. I do hope to do both, of course, but I think sometimes in our eagerness to impart Physics skills to non-scientifically inclined students in an introductory course, we end by alienating them completely.

Sincerely,

Elizabeth A. Wolf
Department of Physics

Department of Physics
Clark Hall
Cornell University
Ithaca, New York 14853

Dear Editor:

I wish to compliment you on the general quality of the new *CSWP Gazette*. It seems

to fill a need not met by other APS publications.

I do have a comment about one particular article in the second issue. That is the article about current litigation at Cornell. It seemed to me that reprinting the rather partisan article from the fund raising group for the "Cornell Eleven" did not give a balanced view of the context of these cases nor the issues raised. The cases have gone to litigation because important principles are involved on both sides. The issues are complex and the circumstances diverse, and we have not taken a position on any of the cases as a Physics Department.

I am writing not to see this in print, but to bring another view to your attention. We in the Physics Department at Cornell are making extra efforts to educate and hire women in physics at every level. We would welcome help from any quarter.

Sincerely,

D. B. Fitchen
Chairman

Coffee Hour at APS-DPP Meeting

There will be a coffee hour held on the first day of the annual APS-Division of Plasma Physics meeting on Monday, October 12, 1981. Time and place are: 4:30 p.m. at the meeting hotel, Sheraton Centre Hotel on 7th Avenue and 52nd Street in New York City. The coffee hour is being cosponsored by CSWP and the APS-Division of Plasma Physics. Mary L. Shoaf of the Princeton Plasma Physics Laboratory and Barbara Shrauner of Washington U. — St. Louis will host. All women and men attending the meeting are invited and encouraged to attend the coffee hour.

Employment Service at APS-DPP Meeting

An employment service is being tried for the first time at this particular meeting. The service will be open on Tuesday, October 13 through Thursday, October 15 and possibly

Monday, October 12, if space is available. Members of the APS-DPP will be notified of the details. The manager of the employment service is Beverly Citrynelle of the American Institute of Physics. She may be able to answer questions. Her telephone number in New York is (212) 661-9404.

J. Virginia Lincoln retired officially on May 2, 1981 from her administrative position as Chief of the Solar-Terrestrial Physics Division of NGSDC, which operates the World Data Center A for Solar-Terrestrial Physics located at Boulder, Colorado. Her facility was and is part of the National Oceanic and Atmospheric Administration there. She is not, however, retiring from her profession as a physicist. She will be continuing at NOAA under contract and continues her role on the U. S. National Committee for the International Union of Geodesy and Physics.

Ms. Lincoln was "not quite" the first woman section chief at the National Bureau of Standards when she became head of the Radio Warning Services in 1959. She was officially preceded by a woman who headed a small section working in thermometry.

The American Geophysical Union has a Committee on Education and Human Resources which sponsors a three-person Subcommittee on Women. J. Virginia Lincoln was active on this subcommittee from 1976 through 1980, service as its Chair from 1978 to 1980. In 1978 that subcommittee was unhappily unable to persuade AGU to support a boycott of non-ERA states for locations of scheduled AGU meetings. There was considerable consciousness of women's interests raised in the attempt, however. The following year, AGU *did* pass a resolution directing the Union to forego scheduling any Union committee meetings or activities at institutions such as the Cosmos Club in Washington, D. C. (which does not permit membership of females and subjects even female guests of members to demeaning, petty distinctive treatment.)

I was honored to be present when J. Virginia Lincoln was made a fellow of the American

Geophysical Union at the Spring Meeting of the Union held in Baltimore during the last week of May, 1981. She is one of very few women thus far so honored by the AGU. The reaction of some of us present at the ceremony was "better late than never." Belated congratulations to AGU!

Ms. Lincoln also became a fellow of the Society of Women Engineers at their annual convention in Anaheim, California, June 24-28, 1981.

I attempted to draw out from Ms. Lincoln some advice for younger women working in the field. She stated a belief that women are in general afraid to speak up for themselves and should never be afraid to accept responsibility. A summary presented by a colleague at her "retirement" banquet in May includes the following four simple steps:

1. Present your case.
2. If no response, shout!
3. If no appropriate response, weep!
4. Never give up!

Some other highlights of Ms. Lincoln's "retirement" gala included presentations to her of a traveling golf bag cover and a beautiful Boston walnut rocking chair. Although she says she is enjoying the use of her golf clubs, it appears that a long time will elapse before she begins full utilization of her "rocker", if ever.

The Career-Family Problem for Women Geophysicists

The headline of this article was the subject of a highly successful panel — audience participation program arranged by the AGU Subcommittee on Women in Geophysics. The panel represented a cross section of ages and specialties. What each member of the panel had in common with the others was successful experience in maintaining a professional identity while simultaneously rearing one or more children. The format seemed most satisfactory. Wine and cheese were served at the rear of the modest-sized, but packed to capacity room. The 5-7 time slot avoided most conflicts with other

sessions; many men, as well as most of the women registrants at the meeting, were present. The discussion after the panel had completed presentations was lively but not heated and continued far later than the official ending time of 7 p.m.

Now is the time to begin thinking about applying for fellowships for the 1982-83 academic year. Dr. Carol Jo Crannell of NASA-GSFC and a member and former chair of CSWP has summarized the status of NSF fellowships for women in physics. Dr. Crannell is also a member of the oversight advisory committee of the NSF.

"The programs of which I am aware have no funding specifically for women at the present time. The NSF had two programs: Young Opportunity Grants and Visiting Professorships, with a total budget of 6M. These funds were cut when the new administration eliminated cross-disciplinary programs in the NSF. Similarly, we have been told that there are no funds available for the senior fellowship program which we had hoped to initiate under the sponsorship of the American Physical Society."

"You can obtain information about some of the fellowships that are available by contacting

The Publications Office
National Science Foundation
1800 G St., N.W.
Washington, D.D. 20550

and requesting that they send you a copy of

A Selected List of Fellowship
Opportunities
and
Aids to Advanced Education

This listing, prepared by the National Research Council and distributed by the NSF, contains entries on a variety of programs with funding from a wide variety of sources. It does not, however, provide information on one specific program, the Science Faculty Professional Development Program which some of you may find applicable. You can obtain information on

this by writing to

National Science Foundation

Science Faculty Professional
Development Program

Division of Scientific Personnel
Improvement

Washington, D.C. 20550

I suggest also that you continue to read the CSWP Gazette for further news on relevant programs."

"On Campus With Women," a publication by the Project on the Status and Education of Women-Association of American Colleges, printed two items of possible special interest to some of our readers in their Number 30, Spring 1981 issue. They are reproduced here, in the following paragraphs.

The first item regards a program which is one example of a number of programs designed to assist highly trained women in science and/or mathematics who are unemployed or under employed to become functioning engineers. Programs of this kind may meet the needs of some re-entry women who have been trained in physics and opted to devote most or all of their energies toward homemaking and child-rearing for any significant length of time.

Engineering Program for Re-entry Women

The Women in Engineering Career Facilitation Project, begun in 1977, offers a twelve-month program directed toward women with background in math and science, holding at least a bachelor's degree, who are unemployed or underemployed. The project at the School of Engineering and Computer Science of CALIFORNIA STATE UNIVERSITY at Northridge features credit and non-credit instruction, half-time intern positions in engineering paying about \$500-\$750 per month, and special counseling and extensive placement services. Participants earned 20-35 units of engineering course credit. Supported in part by a grant from the Women in Science Program of the National Science Foundation, the project has served

participants ranging in age from 23 to 55 years. Some had graduate degrees; others had been homemakers for more than 20 years. Some were employed as secondary school teachers and others were employed in a variety of positions such as laboratory technician and drug store clerk.

We have been urging registry with the APS Roster of Women in Physics, if only to assure that you may receive future issues of the Gazette in regular mailings. The Association of Women in Science has established a somewhat broader Registry. Information regarding it is contained in the following paragraph reprinted from "On Campus With Women."

National Registry for Women in Science, Engineering and Medicine

Open to all women in science, engineering and medicine, the National Registry of Women in Science and Engineering includes names of 6,000 women in all areas of science and engineering and is the largest talent bank of its kind in the U.S. An individual is not required to be actively seeking employment in order to be listed and any women in science may be included. The Association for Women in Science (AWIS), which maintains the Registry, is a nonprofit organization established in 1971 "to promote equal opportunities for women to enter the scientific professions and to achieve their career goals." To be listed in or to use the Registry, write to Mary Lee Schneiders, National Registry of Women in Science and Engineering, 1346 Connecticut Ave., NW, Suite 1122, Washington, D.C. 10036.

REVIEW OF "WOMEN IN SCIENCE"

"Women in Science"

A senior colleague was kind enough to bring to my attention an article published in the July-August issue of the *American Scientist*, a publication of Sigma Xi. The article, "Women in Science" was written by Jonathan R. Cole, Professor of Sociology and Director

of the Center for the Social Sciences at Columbia University. His running abstract reads:

"Despite many recent advances, women are still less likely than men to be promoted to high academic rank, and few have full citizenship in the informal scientific community."

The above statement will not startle any of our readers, I trust. Dr. Cole has written a thoughtful and extensive article on the subject. Space prohibits a meaningful summary. However, I cannot resist quoting just one of his conclusions.

"... And in the end I want to return to the beginning: the evidence that significant gender discrimination exists in promotion. Affirmative action efforts should concentrate on this critical pressure point; diffuse efforts tend to deplete the energy that is needed to attack the major problem of discrimination in science. Emphasis should be given to elite institutions of science, which have always set standards followed by others."

I strongly recommend that those of you interested in the subject at all seek out the article and read it in its entirety.

Irene M. Engle,
(Reviewer)

George Mason U Professor Returns from Sabbatical

Professor Jean Mielczarek spent the spring semester of 1981 as a visiting professor at the Hebrew University of Jerusalem and has just returned from a summer exchange fellowship at the Technical University of Munich. Professor Mielczarek had some interesting observations on the status of women scientists in these countries relative to that of women in the USA. She promises to share some of those with CSWP readers in the next issue.

European Tour of CSWP Past Chair

In June, 1981, Dr. Carol Jo Crannell of NASA-Goddard Space Flight Center visited the Space Research Laboratory in Utrecht, the Netherlands to learn more about the hard X-ray images of flares obtained by the Solar Maximum Mission investigators there. After that, she visited the Solar Radio Group, at the Institute of Applied Physics in Bern, Switzerland. She has been participating in a comprehensive analysis of a complex solar flare observed on July 1, 1980 with SMM and numerous ground-based facilities. The results to date challenge all the accepted solar-flare models.

While she was in Bern, the sun was particularly active. During her stay, the most intense impulsive event seen during this solar cycle was recorded with the Hard X-Ray Burst Spectrometer onboard SMM and at microwave frequencies with the Bern radio telescopes. Joint collaboration with Bern colleagues is scheduled to continue during this coming year.

Her favorite extra-curricular activity was hiking in the Alps. She is now back and hard at work both at her NASA position and with her CSWP and NSF overview committee work.

* * * * *

Any reader interested in being placed on the mailing list for future issues should contact:

Dr. Nancy O'Fallon

Applied Physics Division
Building 16

Argonne National Laboratory

Argonne, Illinois 60439

(312) 972-6053

to enroll on the Roster of Women in Physics. Changes of address should also be sent as soon as possible.

I hope to hear from many of you in the future.

Irene M. Engle,
Editor
Physics Department
U.S. Naval Academy
Annapolis, MD 21402

Greatly assisted by:

Drs. Pam Surko and Pat Cladis of Bell Laboratories and Dr. Carol Jo Crannell of NASA-GSFC.

* * * * *

CWSP Roommate Referral Coupon

NAME and DATE of APS Meeting: _____

Place of Meeting: _____

Name: _____

Office Address: _____

Office Telephone: _____

Home Address: _____

Home Telephone: _____

Date of Arrival: _____ Date of Departure: _____

Type of Accommodations: _____ Double _____ Triple or Quad

Smoking: _____ Non-smoking: _____

Please Mail to:

**Dr. Judy R. Franz
Dept. of Physics
Indiana University
Bloomington, Ind. 47405**

at least 8 weeks prior to the opening date of the meeting.