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BOX 3 FOLDER 12

Carnegie Commission on Higher Education

1973-1974

CARNEGIE COMMISSION ON HIGHER EDUCATION

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OFFICE OF THE PRESIDENT
ROOM 3-208

SEP 17 1973

REF. TO MARY ROWE
DEAN EISENBERG

FOR RELEASE

September 17, 1973,

after 10:30 a.m., EST

BOSTON, MASS., September 17, 1973. . .The largest unused supply of superior intelligence in the United States is found among women, the Carnegie Commission on Higher Education asserted today as it urged that barriers to the advancement of women through higher education be removed.

The views of the Commission are set forth in a new report, Opportunities for Women in Higher Education, which will be published later this month by McGraw-Hill Book Company. The report was released here today by the Commission's chairman, Dr. Clark Kerr.

The report points out that at each level of advancement within the educational system in the United States, the percentage of women who participate declines. They constitute 50.4 percent of high school graduates; 43.1 percent of those who earn bachelor's degrees, 36.5 percent of those with masters and doctors degrees, 24 percent of those who are faculty members, 13.4 percent who hold doctor's degrees and 8.6 percent of those who are full professors.

The Commission further estimates that, on the average, women faculty members receive about \$1,500 to \$2,000 less

per year than do men in comparable situations. This adds up to \$150 to \$200 million per year across the nation.

To overcome these disadvantages, the Commission favors the removal of "all improper barriers to the advancement of women; and active search for their talents; and special consideration of their problems and for their contributions."

At the pre-college level, the Commission favors more mathematical training for girls, and counseling that is free of outmoded conception of male and female careers.

For women who are attending college, the Commission favors greater concern for fairness in admissions with achievement and ability as the basic criteria. It believes that more efforts should be made to increase the pool of women holders of the Ph.D., the Doctor of arts degree and other advanced degrees preparatory for research and teaching. The Commission also calls for more opportunities for women to return to college for advanced training after they have started their families.

The Commission explicitly favors the continuation of colleges for women, noting that "they provide an element of diversity among institutions of higher education and an additional option for women students." The Commission finds that an unusual proportion of women leaders are graduates of these colleges and that at these institutions "Women generally (1) speak up more in their classes, (2) hold more positions of leadership on campus, (3) choose to enter more frequently into such 'male' fields as science, and (4) have more role models and mentors among teachers and administrators."

At the faculty level, the Commission favors special efforts to recruit women into the pool from which appointees are selected, special consideration in making appointments to the potential contributions of women to departmental and college excellence in their roles as models and as special sources of sensitivity to the problems and aspirations of women students. It also favors policies that allow more part-time appointments, that provide for child-bearing and child-rearing leaves, and that reduce the severity of anti-nepotism rules.

The Commission says that institutions should have greater interest in the adequate provision of child-care facilities and policies of cooperation with groups to provide child-care arrangements, should make more efforts to place women on administrative staffs, and should appoint more women to governing boards.

The general objectives of the "affirmative action" program instituted by the federal government on behalf of women are endorsed in the report although the Commission regrets "the uncertainties and the occasional excesses in its application."

But the Commission does not believe that a reversal of inequalities in the addition of women to faculties can be achieved very soon. We start out such efforts with very few women already on faculties to provide a base; the pool of women qualified for appointment is restricted and will take time to enlarge; and the rate of new hires is decreasing as the rate of enrollment growth slows down. The Commission therefore says "It will take until about the year 2000, under reasonable assumptions, before women are likely to be included in the national professoriate in approximately the same proportions

as they are in the total labor force--this is a task for a generation of effort." It also notes that the time it will take to accomplish a satisfactory level of absorption of women into faculties is lengthened by the concurrent need to absorb more members from minority and other underprivileged groups.

But, in the Commission's judgment, the 1970s are the best time for improvement of the faculty status for women because new hires are still being made in significant numbers during this decade. Fewer new hires will take place in the 1980s.

The Commission warns against applying simple rules about women representation across the board in higher education because situations vary greatly. For example, public community colleges and public comprehensive colleges have rapid enrollment expansion ahead of them--so they are in the best position to hire more women. They also make greater use of persons with the M.A. degree--who include a large and expandable pool of qualified women. Some academic fields, the humanities and the creative arts, for example, already have many women in the pool. Black women and Jewish women are historically in better positions to take advantage of current opportunities than are members of certain other minorities because more of them have attended college in the past.

The Commission concludes that "Revolutionary changes are underway in the development of greater occupational opportunities for women, in the nature of the family, in sexual roles, in childrearing obligations, and in many other ways," and that "Substantial improvements are now taking place in the position of women within higher

education. This momentum of improvement must be continued until loss of talent and unfair discrimination have been fully eliminated."

From: M. Lamerre
To: M. Rowe.

Boston Globe
9-18-73



By David
and Joan Maloney
Globe Correspondents

More than 1000 gasoline retailers have overwhelmingly to go on strike beginning this morning, the Federal Emergency Appeals yesterday gave the Nixon Administration 4 retail gasoline price

At a standing-room-only meeting at Elks Hall last night, the retailers spent an hour to decide unanimously, "hands up" it was "a damn good three-day vacation," he shouted before the de

The strike is expected over the state; with dealers closing within hours, according to Robert Parsons, spokesman for

The threat of a strike on gasoline last night Greater Boston's filling

Parsons, who is from said retailers from "Greater Worcester, and Springfield last night's meeting and for a "decent statewide ization."

The decision to strike week and a half after price rollbacks, which ers in some stations to prices. Yesterday in Worcester three-judge emergency arguments from both case, but gave no indic

GASOLINE, Page 12

...em up" in advance of planned three-day shutdown by Greater Boston dealers. (Globe Photo by Jack Connolly)

Plans Home ballot voted

The plans to be placed on the ballot this November, but five of the nine councilmen voted against it last week. Councilman Gerald F. O'Leary proposed that the plans be voted on in November 1974, with a runoff between the plan with the highest votes and the current School Committee structure in 1975. The winning committee structure would take effect in 1976.

But Piemonte offered a compromise which called for a special vote on the plans in an April primary, and a final vote between the winning plan and the current committee structure in November 1974, with the resulting structure taking effect in January 1976.

O'Leary and six other councilmen agreed to the compromise with various minor amendments.

The lone dissenting vote came from Councilman Albert L. O'Neil, who felt that the home rule petition was being put through too hastily.

Although the petition is expected to be signed by White, it must be approved by the state Legislature before it adjourns this session, probably in mid-October. If the Legislature fails to vote on the measure before adjournment, the sponsors of the plans will have to start over again.

The council's vote last night ended weeks of often bitter debate.

More than 300 persons, mostly parents and teachers, and community representatives attended yesterday's lengthy hearing. Most of them had left before the final vote was taken,

COUNCIL, Page 8

Study finds job, pay bias against faculty women

By Muriel Cohen
Globe Staff

Pay scales for women faculty members in colleges and universities are lagging behind those of their male colleagues at a rate of \$150 million to \$200 million annually, the Carnegie Commission reported yesterday in a study documenting discrimination against women in US higher education.

At a press conference, the first held in Boston by the Carnegie Commission, Chairman Clark Kerr predicted that the relatively low representation of women on college and university faculties would continue through the 1980s.

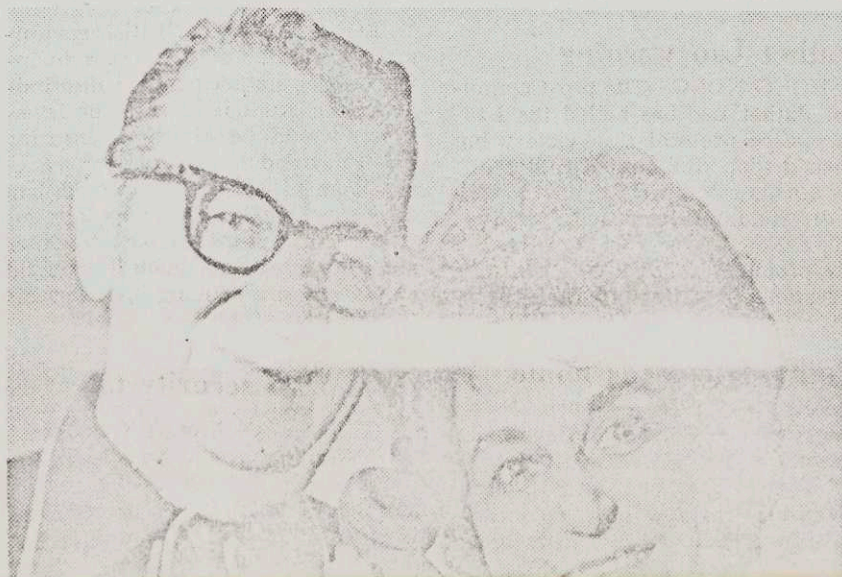
CARNEGIE, Page 37

\$352m damages in antitrust suit

Value of IBM's outstanding stock exceeds that of any other that is publicly traded.

IBM stock dropped 26 points to 177 on the New York Stock Exchange yesterday—a paper loss to shareholders of \$4 billion. Telex rose 12 percent, from 3.375 to 7.625.

The decision is a shot in the arm for the Justice Dept., which, with evidence considered more compelling than Telex's, wants to break up IBM.



Segretti to plead guilty to 'dirty' tactics

By S. J. Micciche
Globe Washington Staff

WASHINGTON—Segretti, allegedly involved in House for political purposes, plead guilty to a conspiracy count and admitted to illegal "dirty tactics" in 1972 presidential campaign. Watergate scandal...

Study finds antiwomen bias in colleges

★ CARNEGIE

Continued from Page 1

Falling enrollments and predominantly young faculties will hold down the job market in the coming decade, he said.

But by 2000, he said, there should be women at the top levels of university administration.

The report claims that the largest unused supply of superior intelligence in the United States is found among women.

On every issue, the study confirms the growing number of allegations by women's groups that discrimination has barred them from admission and faculty positions in the nation's colleges and universities.

The report also endorses the continuation of the woman's college and of Federal affirmative action programs.

On the issue of faculty hiring, the report is critical of the long prevalent "buddy" system which has resulted in the recruitment of men by male department chairmen.

As a result, the report claims, "during the decade of the most explosive growth in the history of higher education — the 1960s — women lost ground as a percentage of members of regular faculty in four-year institutions. They gained only at the instructor level. Instructors may or may not be in line for regular advancement and are usually graduate students employed on a temporary basis."

One statement constitutes a biological assessment: "Women have equal intellectual abilities as men. This is demonstrated by their performances on test scores and in class grades."

Titled "Opportunities for Women in Higher Education," the report sets as top priority equal educational opportunity policy changes in primary, elementary and secondary schools. The schools are urged to change policies which have inhibited women from pursuing equality with men in careers.

"This will require vigorous pursuit of appropriate policies by state and local boards of education and implementation by school adminis-

trators, teachers and counselors."

The report also criticizes sex discrimination in curriculum textbooks, counseling, admissions and jobs.

The growing trend toward campus-based day care centers run by student-parents also was singled out as a significant aid to women.

The report urged colleges and universities to be responsible to child-care needs and include a wide range of representation in setting up and running them to ensure adequate standards and funding.

The survey found that women's colleges, though down in number in the past 10 years, have turned out a larger percentage of women leaders than coeducational institutions.

In lauding the decision of Smith, Mount Holyoke and Wellesley to remain as women-only colleges, the report concluded that in women's colleges, "female students are not reluctant to participate actively in class discussion for fear of losing feminine appeal in the eyes of male classmates and they have far greater opportunity to experience leadership positions."

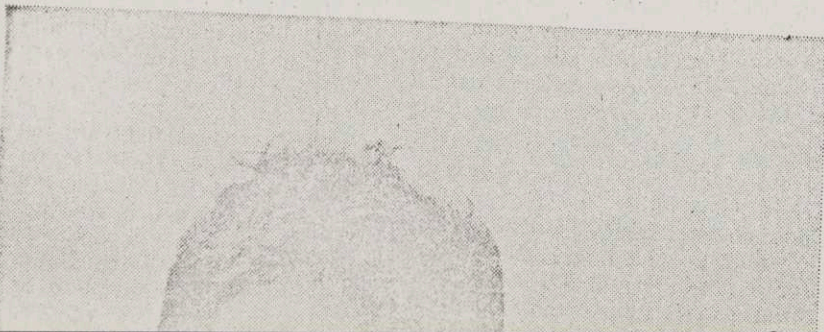
Since the foundations for a worthy society in future generations must be prepared for in youth, the time has come for us to develop those qualities of character and an attitude toward life which will put aside man's ego and morally equip him to sustain the responsibilities of the years ahead.

There is a natural instinct in children for forming friendships, and one of their dominant characteristics is a natural love for all animals. This nat-

After
have stayed around Yankees,
late when the White for four
we will remember that second p



The "man" of the future deserves more than we are giving.



delightful."
ne infants' father, Eu-
Stanek, 31, said he
his wife had expected
multiple birth because of
fertility drug, which
Stanek took before
ot pregnant.

Stanek was born and
up in Taunton, Mass.,
son of Mr. and Mrs.
Stanek of Second
e.

He got the word when
on called about 6 a.m.
Friday morning," Mrs.
k said. "We knew
the X-rays that there
be five, but were
shocked when we
she had six."

The young couple moved
Colorado about four
ago from Massachu-
Mrs. Stanek said.
e just glad they're
and the doctors say
re all very healthy."

Denver, Stanek said
nself and his wife:
e very happy. It's
difficult for her. My
been in bed 100 per-
of the time since

Staneks have one
child, a 4-year-old

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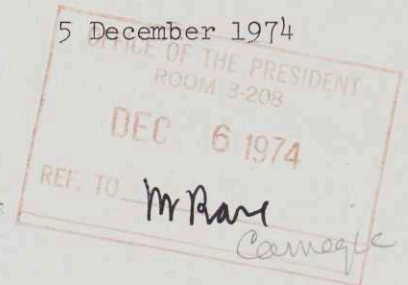
The Commonwealth of Massachusetts

University of Massachusetts - Boston

Boston, Massachusetts 02125

WOMEN AND CAREER OPTIONS

Jerome Weisner, President
Massachusetts Institute of Technology
Cambridge, Massachusetts 02139



Dear President Weisner:

On Thursday November 28, 1974, Professor Melissa Lewis Richter died of cancer at her home in Providence, Rhode Island. As you know, at the time of her death, she was Director of the Carnegie Corporation Project for Women in Higher Education, Women and Career Options. A memorial service in her honor will be held on Saturday December 21, 1974 at 11:00 a.m., Manning Chapel at Brown University in Providence, Rhode Island.

The Women and Career Options Project will be continuing through June 1975 under my guidance. I have been working as Dr. Richter's assistant since the project began in July 1973, and hope to be able to carry through the ideas and programs she began. Much of the collection of our research has been completed, and by Spring 1975, the analyzed results should be on hand.

You will certainly be kept apprised of our work. If you have any questions concerning the Women and Career Options project, or if I can be of any service to you, please feel free to contact me.

Sincerely,

Francine Z. Trachtenberg

Francine Zorn Trachtenberg
Assistant Director

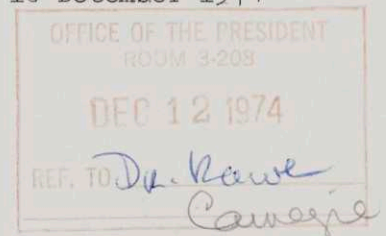


The Commonwealth of Massachusetts
University of Massachusetts - Boston
Boston, Massachusetts 02125

WOMEN AND CAREER OPTIONS

10 December 1974

Jerome Weisner
President
Massachusetts Institute of Technology
Cambridge, Massachusetts 02139



Dear President Weisner:

The Carnegie Project, Women and Career Options, is pleased to announce that Patricia Foley, a student on your campus, has been awarded an Internship for Spring 1975 to apprentice in a professional career she hopes to enter.

Sincerely,

Francine Z. Trachtenberg
Francine Zorn Trachtenberg
Assistant Director

cc: Office of Public Relations

Women in a heretofore male world

By Donna Arzt
Special to The Globe

Joan Becker had always wanted to observe and examine monkeys. As an animal behavior major at the University of Massachusetts, her only exposure to them was through textbooks.

But last summer she earned the opportunity to study primates first-hand. As a Carnegie intern from the Boston-based Women and Career Options program, Joan worked at a research center in La Parquera, Puerto Rico where she daily, in her words, "habituated these monkeys to human presence."

Joan was one of 63 students who have benefited from the \$400,000 Carnegie Corporation award to Women and Career Options. The program was intended to encourage more undergraduate women to become professionals and leaders in fields which have not traditionally been chosen by or open to women.

Many of the participants have been placed in law, medicine, or communications-related fields, usually in New York or Boston. Their actual work varied enormously, but together they all came equipped with the conviction and provided with the opportunity to pursue a challenging career.

"It's gone exceptionally well," reports Francine Zorn Trachtenberg, the program's administrative assistant. "We've received

very positive reports from both sides, the interns and their supervisors."

Housed on the 13th floor of the half-deserted UMass building on Arlington street, Women and Career Options, which started in July, 1973, is directed by Dr. Melissa Richter, with the assistance of Fran Trachtenberg and Ronna Johnson.

The success of the program is apparent, too, in the comments of the interns.

Fran Trachtenberg said interns were selected by the directors and one faculty member from each of the six affiliated schools: UMass in Boston, UMass Amherst, Hampshire College, Boston College, Brandeis University and MIT.

"A sound interest in discovering where she can best use her talents" was the main requirement, Trachtenberg said. Previous experience was not essential, only "if she could handle the responsibility and whether it would make a difference in her career and life."

Each prospective intern submitted a proposal with her choice of field. Only elementary education, nursing and a few other predominantly female occupations were excluded. There were more than 300 applicants for the 63 spots. The interns received a \$750 grant.

Brandeis senior Deborah Colker worked at Oakhill Animal Hospital in Newton for eight weeks last

summer. She gave the animals minor treatments and assisted in the outpatient clinic. Deborah found her job enlightening, but very disillusioning at first. "The practicing vet doesn't conform to my preconceived notions of the profession." She observed traumatized animals, unclean conditions, and doctors "very much in it to make money."

"Yet the internship was the best opportunity I ever took advantage of," Deborah says. "It made me change from an idealistic student to a more realistic, prospective professional." Not certain before, now she definitely wants to go to veterinary school, though she knows there are very few places available for women. "They feel women can't handle it. But I'm sure I can do it."

Meryl Newman would be enrolled in a graduate program in museum education if it weren't for the internship which "absolutely changed everything." The idea of being a doctor was always intriguing to her, "But I never took biology courses seriously. Though if I had been a boy I know I would have definitely decided on it."

This summer Meryl saw hundreds of births and worked in family planning clinics at Long Island Jewish Hillside Hospital. She was exposed to positive models in the woman

doctors who had families and were happy as full-time professionals.

Meryl hopes to specialize in gynecology, partly because, "though it's a field solely for women, there are few women in it." Other interns found their sex to be a barrier in their selected professions.

Pam Seavy, for instance, felt the men in a Boston architectural firm were hostile to her because she is a woman. She noted that architecture is a field that hasn't been "hit by the power of women's liberation." Yet Susan Moir, a UMass history major interning with Boston 200, was pleasantly surprised that in the city administration, "the attitude to women is refreshingly non-sexist."

Fran Trachtenberg mentioned the case of a woman who was majoring in education but really wanted to be an engineer, a profession dominated by men. "We hope to make them feel they can do whatever they want, realistically, of course."