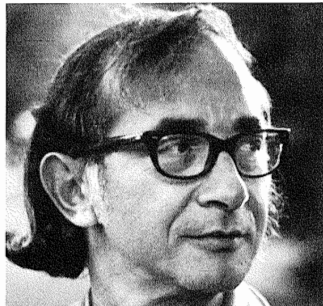




Footnotes

Bulletin!

BENNETT BERGER TO BECOME EDITOR OF BI-MONTHLY BOOK REVIEW JOURNAL, 1975-77



Professor Bennett M. Berger, University of California, San Diego, has accepted the appointment extended by Council to become the second Editor of *Contemporary Sociology: A Journal of Reviews*. Berger will succeed Dennis H. Wrong, New York University, whose term as Editor will close with Volume 3 in 1974.

Professor Berger's professional background touches institutions in several sections of the country that will provide linkages necessary for the enormous task of assigning reviews to competent sociologists across the discipline. He received

his AB at Hunter College in political science and his PhD in sociology at the University of California, Berkeley. From 1959 to 1963, Berger taught at the University of Illinois, Urbana. He then proceeded to an appointment at the University of California, Davis during the period 1963-73. For five of those years, he served as Chairman of the department at Davis. In 1968 he was Visiting Professor of Sociology at Harvard. In 1973 he moved to his present post as Professor of Sociology at UC, San Diego. In his own words, "I was born and raised in New York City, but grew up in California, to which, in gratitude, I remain wedded."

While Bennett Berger may not be a bibliophile, his training and experience equip him admirably for the editorial task ahead. He has, for example, served as Associate Editor of both *Sociometry* and *Social Problems*. In addition, he is the author of numerous articles and such books as *Working-Class Suburb* (University of California Press, 1960, 1968) and *Looking for America* (Prentice-Hall, 1971). He is presently working on a book on communal child rearing that will report research done over the past three years under an NIMH grant.

Who's Who and What's Where? New Directory and New Guide Available

The 1973-74 DIRECTORY OF MEMBERS and the 1974 GUIDE TO GRADUATE DEPARTMENTS are now off the press and available for distribution on a pre-paid order basis from the ASA (DIRECTORY: \$10 for members, \$25 for non-members; GUIDE: \$3 for members and students, \$5 for all others).

The DIRECTORY contains information on the 14,544 persons who were members of the ASA as of July 1, 1973. Included

for each entry is the name, membership classification, year of birth, sex, employment data including rank and address, education including degrees and fields, areas of sociological competence, and home address. The DIRECTORY also includes two appendixes, one listing members by geographical distribution according to place of employment and one listing members by areas of sociological competence. The new DIRECTORY replaces the one issued in 1970 that included comparable information on 12,903 members.

The 1974 edition of the GUIDE TO GRADUATE DEPARTMENTS OF SOCIOLOGY includes more information about more departments of sociology than any of the earlier editions of the GUIDE. The 1974 edition provides information about the programs and personnel of 215 graduate departments (192 from the United States, 21 from Canada and 2 from foreign departments). This is an increase from the listing of 175 departments in the 1972-73 edition.

Dues Billing in January for 1974 Membership Renewal

Normally the ASA places its bid for membership renewal prior to the festive Christmas and New Year's season. However, the little green dues card will not brighten your holidays this year. Delivery has been delayed into January to accommodate changes in membership categories brought about by the recent passage of a referendum and to permit a change in the operation of the ASA computerized record system.

Some persons may want to renew their membership for 1974 before receiving the official notice in order to have the act recorded as a 1973 transaction. This can be done by sending the appropriate sum to the ASA in accord with the dues schedule given on page 6. Please include name and address as printed on the mailing label in the upper right hand of page 1.

In addition to name and rank, the 1974 GUIDE identifies each faculty member in each department by the highest degree held, where and when the degree was earned, and areas of interest. Furthermore, for the first time the GUIDE provides specific information on the output of graduate programs by listing recent PhD's, dissertation titles, and current positions. It is believed that these items, along with other facts presented for each department, will provide a better index of graduate programs and activities than presented in earlier editions.

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Frank Bonilla, Russell Endo, Ruth S. Hamilton, Robert B. Hill, Maurice Jackson, John Moland, Jaime Sena Rivera, Joseph H. Stauss,

Status of Women in Sociology

Chair: Cora B. Marrett
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American Association for the Advancement of Science: Harrison C. White; Section K Program Chairman, Samuel Klausner

See COMMITTEES, p. 8

Open Forum

Affirmative Action in Action

Edgar F. Borgatta
Queens College, CUNY

The stimulus for the brief research reported here was the coverage of "Affirmative Action" in several letters in the ASA FOOTNOTES August 1973 issue, but particularly the Committee on the Status of Women in Sociology protest concerning an earlier article (May 1973) reprinted from the *Washington Post* titled "Reverse Bias Alleged in College Hiring." The CSWS protested that the article gave the "impression that affirmative action is discriminatory," had a "pernicious main thrust," and was a "gratuitous insertion of inflammatory material." While this is an age of posturing and using of "rhetoric," the protest of the CSWS may still seem "way out" to some. In any event, at the suggestion of the CSWS a statement by Bernice Sandler was reprinted (referred to below) which served as a reference point to gather some information from sociologists on their experience with Affirmative Action. This research was initiated with the knowledge of an overlapping research in progress (Lorch 1973).¹

The Questions Asked

A one page questionnaire was devised and sent with an accompanying letter reading as follows.

"In the August 1973 issue of FOOTNOTES some question is raised about the meaning and operation of "Affirmative Action" on campuses. At the request of the ASA Committee on the Status of Women in Sociology, a brief article was reprinted, the critical paragraph of which is noted below. In the same issue, Joan Huber, President, SWS, asks for facts, and the enclosed brief survey is designed to get a few of these. I hope you will cooperate by completing the enclosed and returning it as soon as possible. We have a number on your form as a check-off to determine from whom we have received answers. Naturally, all information will be treated confidentially and data will only be reported in statistical form. We will appreciate any comments on the topic you may add."

"If institutions give preference to less-qualified women and minorities over better-qualified white males, then such institutions are violating the very laws and regulations they are seeking to observe. There is a distinction between affirmative action and preference, the latter being a clear violation of Executive Order 11246, Title VII of the Civil Rights Act, and the 14th Amendment," (Sandler 1973).

In determining what questions could be asked of staff and faculty, the implied meaning of preference derived from the statement by Sandler was taken as the key. Preference, it would appear, could be extended in several ways. One way would be to open the position only for certain people. Question 1 was directed to get such information in one form: "During the last three years, have you (has your department) received any communication from your administration to the effect that positions would be made available (added, replaced or not deleted in the budget) if an acceptable candidate from a minority group could be found?" As was pointed out by several persons who sent back questionnaires with comments, it would be possible to get the formal statement made by the administration on Affirmative Action. Those who have some knowledge of what goes on in departments and universities recognize that many things are carried out informally. Thus, interest was

on the experience of the chairman, and, presumably, information as it is socialized to other staff members.

Preference may be suggested by the administration, also, in a more general way beyond controlling the position that is the "increment" for the department. Question 3 was designed to get at this: "During the last three years, have you (has your department) received any communication from your administration, formally or informally, to seek out and give preference to candidates of minority groups in filling positions, i.e., not treat one or more of the positions as open to all comers on a competitive basis?"

Another approach to information on preference could be directed specifically to hiring experience in the department. Aside from whatever the administration's implied or actual policy was, what did the department do? Question 2 deals with this: "During the last three years, has any candidate been sought out preferentially (non-competitively) because of sex, race, national origin, or other arbitrary characteristics (assuming, of course, the person was presumed to have acceptable qualifications as a sociologist)?" It would seem clear that in responding "yes" to this question we would have a statement of attempted preferential hiring.

An alternate approach to experience deals with the kinds of inquiries that individuals may have had from other institutions with regard to hiring practices. Thus, we asked the following question. (#4): "During the last three years, have you (or has the staff member in charge of answering requests about your students and faculty who are entering the market) received any requests which explicitly or implicitly indicate that preference in filling a position will be given (non-competitively) to a person of minority group status?" Finally, we asked for a report on what Affirmative Action meant on the campus, and since if there are formal statements, they are relatively likely to be complex, three were composed that might span the range of directive that might be encountered. The entire question (#5) is noted below:

"In your opinion, which of the statements below represents the interpretation of Affirmative Action on your campus according to actual procedures (and the explicit or implicit support of your administration)?"

1. Affirmative Action requires special attention to finding some minority group candidates, with the objective of preferentially hiring them if the (minimum acceptable) standard of the department of the school can be satisfied.

2. Affirmative Action requires special attention to finding minority group members in the recruitment process so that they can be evaluated with other candidates, but preference in selection is to be given to some minority group members among candidates who are acceptable to the department and school if this is the only way to add minority group members to the department.

3. Affirmative Action requires that attention be given to locating all possible candidates for a position, including those of minority group status, but once the inclusive recruitment base is established only the factors related to academic potential and excellence are to be used."

One additional statement could have been phrased between numbers 2 and 3, but in discussion with a number of persons, it was decided to leave it out as too much of a "hedge." This would be the statement that says that Affirmative Action requires locating all possible candidates for the position, including those of minority group status, and when the choice is between two equally good candidates, the preference should be given to the minority

group member. One possible reason this was omitted was that the weight of most discussions included the fact that minority group status was often included in the initial rating and ranking of candidates. However, this was not the major reason for omitting the question. Rather, it was the almost universal response in the discussions to the effect that one never really ends up with a tie among candidates for a position, although if one uses a minimum standard a number may satisfy the minimum. Possibly this was an error in strategy in getting information, but it is doubtful that the additional alternative would have altered the results.

Selection of Sample

The sample was selected from the ASA *Guide to Graduate Departments of Sociology, 1972-73*. For various reasons a relatively small sample was selected as follows. For every even page corresponding to a department, a questionnaire was sent to the Chairman. In the same Department, the (non-chairman) female with the highest rank, if one was listed in the department, also was sent a questionnaire. Then, a third departmental member with a male name having the same rank as the female was selected arbitrarily. The clerk carrying out the selection appeared to have no difficulty with the instructions. Queens College, was omitted, and thus a total of 78 questionnaires were sent to Chairmen (white form), 60 to female (pink form) and 60 to male (blue form) staff, a total of 198 questionnaires. The mailing was on August 29, 1973, timed so that presumably the questionnaires would be at the departmental offices of the respondents when they returned from the ASA meetings or for the new semester. The usable responses were 65 for chairmen, 38 for females and 34 for males as of October 12.² In addition, two questionnaires were returned undelivered and four were returned with comments but no responses marked.

Results

Table 1 presents the basic distribution of responses for the Chairmen, Female Staff, and Male Staff. On question 1, 37 percent of the Chairmen answered "yes" and percentages of the other categories are similar. From the point of view of Affirmative Action involving addition, replacement, or non-deletion in the budget if an acceptable candidate from a minority group could be found, a substantial portion of the respondents report that within the last three years communication had been received from their administration to the effect that positions would be made available. This, then, presumably means that the positions would not be available on an open and competitive basis to all comers, and preferential allocation of positions would be occurring.

The second question was focused directly on whether in the last three years any candidate had been sought out preferentially (non-competitively) because of sex, race, national origin, or other arbitrary characteristics), assuming, of course, the person was presumed to have acceptable qualifications as a sociologist. Again, on this question the Chairmen responses appear to be similar to those of the other respondents. Forty percent of the Chairmen reported such preferential, non-competitive attempts to locate candidates because of sex, race, national origin, or other characteristics. This, of course, is a direct statement that Affirmative Action has been interpreted to mean preferential seeking out of candidates.

The third question, dealing with receiving direction from the college or university administration to seek out and give preference to minority groups in filling positions received fewer "yes" responses except for the male staff. Among the chairmen, 23 percent answered "yes" to this

Table 1. Distribution of Responses

	Chairman (N=)	Female Staff (N=38)	Male Staff (N=34)
	%	%	%
Question #1 (Administration opening up positions for minority candidates)			
0	—	—	6
1	37	39	35
2	18	18	26
3	45	45	32
Question #2 (Preferential hiring by department)			
0	2	—	3
1	40	42	47
2	15	11	18
3	43	47	32
Question #3 (Communication from Administration giving preference to minorities)			
0	2	8	3
1	23	24	38
2	8	18	15
3	68	50	44
Question #4 (Inquiries indicating preference for filling positions with minority persons)			
0	2	11	6
1	57	26	38
2	9	16	21
3	32	47	35
Question #5 (Interpretations of Affirmative Action)			
0	3	3	3
1	15	13	24
2	23	42	32
3	58	42	41

Note: 0—Blank or D.K.
1—Yes, or first alternative on Q #5.
2—Possibly, or second alternative on Q #5.
3—No, or third alternative on Q #5.

question. Since the words "formally or informally" are included in the statement, conceivably many of these communications arrived informally, and thus answers may depend more on the interpretations of the respondents than the prior two questions.

Question 4 is the one on which the experience of respondents may be seen potentially to differ most as it is probably most directly affected by position in the department; the Chairman gets many personnel inquiries, and Chairmen more often report the experience of receiving requests which explicitly or implicitly indicate that preference in filling a position will be given (non-competitively) to a person of minority status, the percentage being 57 percent. An example of an explicit statement might read: "Mount Holyoke College is seeking a black sociologist..." Implicit statements might again be subject to considerable interpretation by respondents.

Finally, Question 5 deals with the interpretation of the Affirmative Action orientation on the respondent's campus. In different degrees of preferential definition, statements 1 and 2 indicate Affirmative Action requires preferential selection. Here we find that the chairmen most closely interpret Affirmative Action as merely requiring the most inclusive recruitment base, which means including, with some deliberate concern, minority group candidates. Still, thirty-seven percent of Chairmen indicate that Affirmative Action on their campuses means giving preference in selection in some degree. The other staff responding to this question appears to have a stronger impression that Affirmative Action means preference in selection, with over 50 percent of both Male and Female staff answering "yes" to statements 1 or 2.

Conclusion

In summary, with whatever limitations this abbreviated research may have, it is doubtful that any conclusion can be

Affirmative Action — Affirmative Results?

Maurice Jackson
University of California, Riverside

TABLE 1 PERCENT OF MINORITY AND WOMEN FACULTY BY RANK WITHIN ALL GRADUATE DEPARTMENTS (1970, 1971, 1972, 1973)

RANK	YEAR	WOMEN	MINORITIES					TOTAL FACULTY
			Black	Asian-American	Chicano	American Indian	Puerto Rican	
		%	%	%	%	%	N	
Full Professor	1970	4	2	—	—	—	900	
	1971	4	2	—	—	—	1079	
	1972	5	2	1	0.2	0	1035	
	1973	5	3	2	.3	.02	998	
Associate Professor	1970	10	3	—	—	—	672	
	1971	11	3	—	—	—	744	
	1972	12	3	2	0.1	0	686	
	1973	13	3	4	0.6	0	933	
Assistant Professor	1970	13	2	—	—	—	996	
	1971	12	3	—	—	—	1163	
	1972	16	2	2	1	0.2	1115	
	1973	20	3	3	0.8	0.3	1241	
Instructor	1970	16	9	—	—	—	212	
	1971	29	8	—	—	—	106	
	1972	29	10	1	1	0	84	
	1973	45	8	0.7	0.7	0	325	
Lecturer	1970	12	4	—	—	—	76	
	1971	21	6	—	—	—	114	
	1972	30	10	0	2	1	106	
	1973	59	5	0	1	0	308	
Total	1970	9	3	—	—	—	2946	
	1971	10	3	—	—	—	3249	
	1972	12	3	2	0.5	0.1	3026	
	1973	15	3	2	0.6	0.1	3805	

This is the third ASA annual audit report on minorities and women.¹ In contrast to the preceding reports, the status of minorities and women in sociology will be examined here in terms of affirmative action and results. Affirmative action, one of the newest components of university life, is directed toward alleviation of discrimination through the establishment of guidelines. The guidelines suggest, as a minimum, certain numerical goals as objectives for hiring minorities and women. Although the actual objectives in this report are not known, it is possible to examine the extent to which there have been affirmative results.

The annual questionnaire which furnished data for the report was sent to all graduate departments of sociology in the United States and Canada in June, 1973. Of the 208 departments, 168 (80 percent) responded, but the information reported is drawn from the responses of 165 departments (79 percent).²

A caveat is in order. This report, like its 1972 predecessor, may best be seen as a working paper that may lead to more definitive analyses. Unresolved problems of definition, measurement, and standardization suggest that interpretations of the data must be made with caution.

Affirmative Action

Affirmative action affords one vantage point from which to appraise the status of minorities and women as faculty members and as graduate students. It is seen as a first step in bringing about changes in their situations. An affirmative action program is thought to be at least an expression of good faith and intention. In this regard, it is surprising to find that only slightly more than one-third of the sociology departments have goals and timetables for the hiring of minorities and women and that only slightly more than one-half of the universities have announced such goals. Furthermore, only about one-half of the sociology departments have designated persons for liaison with minority and women's programs in the ASA.

Professional Practice: Faculty Status

Perhaps the first place affirmative results should appear is in the structure of departmental faculties. There is no compelling evidence, however, that affirmative action has produced marked affirmative results for minorities. Table 1 shows that from 1970 through 1973 the percentage of total faculty who are minorities has not changed and has remained low. Blacks are consistently three percent of the total faculty, Asian Americans two percent, Chicanos 0.6 percent, Puerto Ricans 0.2 percent, and American Indians 0.1 percent. Women are an exception. They did gain faculty representation over the four years, and they are now 15 percent of the faculty. This percentage is still a lower proportion than that of women on the faculties of American colleges and universities, which is 20 percent. In terms of total positions gained on sociology faculties, minorities and women still rank low. Blacks acquired 26 new positions over the four years, Asian Americans 16, Chicanos 8, Puerto Ricans 5, and American Indians one over the last two years. Women gained 305 positions (compared to 544 gained by men) over the four-year period.

Blacks and women also continue to have their most prominent representation at the lower faculty ranks. The increase for women noted above, for example, occurred basically at the lower ranks. There was a 47 percent increase for lecturers, 29 percent for instructors, but only seven percent for assistant professors, three percent for associate professors, and one percent for full professors.

Finally, minority and female faculty are still less represented among departments rated as "distinguished."³ Women are ten percent of the faculty in "distinguished" departments. No Chicanos, American Indians, or Puerto Ricans are found in "distinguished" and "good" departments.

Professional Practice: Departments

Departmental professional practices do not reveal strong support of affirmative action, as

evidenced by results. Hiring practices, methods and sources of locating faculty, recognition of special contributions, inclusion of courses pertinent for women and minorities, and leadership roles for women and minorities were examined to determine the extent of the results of affirmative action.

The pattern of experience in hiring procedures employed by graduate departments does not reflect a great degree of successful affirmative action. As may be seen in Table 2, there is increasing differentiation between minority men and women and non-minority women as the employment process moves toward the actual fact of hiring. Little or no differentiation is evident between the three groups with regard to soliciting names, while there is considerable difficulty in locating minorities, regardless of sex. Disparities increase among the three groups on the remainder of the employment practices. Non-minority women represented the largest proportion followed by minority men, and then minority women, in being formally considered, interviewed (on and off campus), offered a position, and hired. Not shown in Table 2 is that fact that while minority men and non-minority women were hired by departments in every level of rating, minority women were hired only by "unranked" departments.

There were several contrasts with last year's findings. Departments reported less difficulty in locating minorities and women. Locational difficulties were negatively related to being formally considered, interviewed, offered a job, and hired. Further, compared to last year, there were proportionately fewer minorities interviewed, and fewer minorities and women were made offers and hired.

Given the difficulty in finding minority and female sociologists, how did departments resolve this problem? An orientation to affirmative action, presumably would result in a change from more private contact methods of finding candidates to more public methods. It was found that departments continue to rely mainly on private methods of personal contact. Contact through minority caucuses and Sociologists for Women in Society (SWS), as well as through the widely circulated ASA list of new Ph.D.'s was limited. Other than the relatively great use of departments' advertisements in FOOTNOTES, departments tend not to use other public methods such as candidates' advertisements in FOOTNOTES, SWS' newsletter, and minority and other professional publications.

Departmental policies that support the concerns of female faculty members also permit assessment of affirmative action. It was assumed that affirmative action would be shown by incorporating into departments' policies allowance for family faculty appointments, delayed tenure decisions for maternity or paternity leave, ma-

ternity leave, parental childrearing leave, tenure for part-time faculty, and pro-rated fringe benefits for part-time faculty. It was found that none of these policies was supported by a majority of the departments. Seventy-one percent of the universities, however, had provisions for members of a family to have faculty appointments within the same departments, and 56 percent had provisions for maternity leave for childbirth.

The importance granted to the intellectual topic of women as represented by academic courses is another way to evaluate affirmative action in graduate departments of sociology. It was assumed that courses in race relations, minority-ethnic groups, marriage-family, and sex roles-women would make departments more attractive to minorities and women. Departments fared better on this measure of attractiveness than they did last year on departmental specialties and emphases. However, these courses were presented more frequently at the undergraduate than at the graduate level. Over half of the departments presented these courses as undergraduate offerings; less than half offered comparable graduate courses. This under-

graduate emphasis may be seen more as courses reflecting general interest than serious graduate efforts reflecting central issues of sociology. Accordingly, it is doubtful whether the presence of these undergraduate offerings means support for affirmative action.

Recognition given to the special contributions that minority and female faculty can make to departments may also serve as an indication of their stance on affirmative action. Here the data again show low support. Only ten percent of the departments give credit toward tenure or merit increases in recognition of special work that faculty members do with minority students and the community. As a matter of fact, over the past year there has been a five percent decrease in the proportion of departments giving this kind of recognition and credit.

A final indication of the results of affirmative action is the extent to which minorities and women have leadership roles in the departments. In general, women and minorities do not serve in leadership roles as chairpersons of sociology departments. Women occupied 0.5 percent of 163 total chairpositions, blacks 2 percent, Asian Americans 1 percent, and Chicanos 0.6 percent. The blacks and Chicano were in "unranked" departments. No minorities were chairpersons of "distinguished," "good," or "adequate" departments; and no women were chairpersons of "distinguished" or "good" departments.

Graduate Students: Current and New

It is useful to look at graduate students, the supply of future sociologists, in order to ascertain the future effects of current affirmative action programs. As was the case with the faculty, there is some indication that the situation of women in sociology is improving in certain respects, but this is not true for blacks. Table 3 presents information regarding the relative change in numbers and proportion of female and black graduate students. Not shown in Table 3 is the fact that the absolute number of male graduate students declined by 576, that of female graduate students increased by 307 over a two-year period. The increase in numbers of female graduate students occurred in "good," "adequate," and "unranked non-Ph.D." departments. Table 3 also reveals a decrease of 82 black graduate students over the same span of time. Numerically, black students declined in every type of department other than "adequate" and "unranked non-Ph.D." departments.

The most impressive observation that can be made about minority students who are not black is that they remain very few in number. As of 1972-73, there were 123 Asian Americans, 54 Chicanos, 22 Puerto Ricans, and 10 American Indian graduate students enrolled in sociology graduate departments. None of the departments ranked as "distinguished" reported the

Table 2 HIRING EXPERIENCES IN 165 GRADUATE DEPARTMENTS WITH RESPECT TO MINORITIES AND WOMEN, 1973-1974

HIRING EXPERIENCES	PERCENT OF DEPARTMENTS REPORTING PRACTICES WITH RESPECT TO:		
	Minority Men	Minority Women	Non-minority Women
Actively Solicited Names	64	67	63
Had Difficulty Locating	46	49	14
Formally Considered	57	49	70
Interviewed on Campus	30	18	54
Interviewed Elsewhere	12	9	55
Made Offer	28	11	47
Hired	20	5	33

Table 3 FEMALE AND BLACK GRADUATE STUDENTS IN SOCIOLOGY BY QUALITY OF SCHOOL, 1970-1971 and 1972-1973

DEPARTMENTS	FEMALES				BLACKS				TOTAL GRADUATE STUDENTS	
	1970-71		1972-73		1970-71		1972-73		1970-71	1972-73
	N	%	N	%	N	%	N	%	N	N
Distinguished	248	29	198	54	67	8	63	17	849	363
Strong	406	35	305	38	72	6	67	8	1160	805
Good	137	29	261	62	27	6	20	5	465	421
Adequate	220	27	335	37	49	6	61	7	811	909
Unranked	582	35	1056	33	91	5	212	7	1676	3136
Unranked (No PhD)	983	36	728	41	269	10	70	4	2713	1771
TOTAL	2576	33	2883	39	575	7	493	7	7674	7405

presence of a single Puerto Rican or American Indian graduate student.

Facts about new graduate students can also lead to an understanding of the impact of affirmative action programs. If their proportions are increasing, then it can be expected that the proportion of the total number of graduate students who are minorities and women will increase; but such is not the case. Table 4 shows that in 1972 the proportion of newly entering minority and female graduate students did not increase over that in 1970 and 1971, and the proportion of newly accepted minority and female graduate students did not increase for 1973. Not only is there stability, but minorities, especially minorities other than blacks, constitute a very low percentage of the new graduate students entered and accepted. Over the three years, also, no American Indian or Puerto Rican student has entered graduate work in "distinguished" departments. These data on entrance to all graduate departments of sociology indicate that affirmative action has not led to affirmative results in this case.

Table 4 PERCENT OF NEW MINORITY AND WOMEN GRADUATE STUDENTS IN SOCIOLOGY (1970, 1971, 1972, 1973)

New Students	Year			
	%			
	1970	1971	1972	1973
Women	39	39	37	39
Blacks	6	8	5	5
Asians	1	1	2	1
Chicanos	1	1	0.8	2
American Indians	0.2	0.1	0.2	0.06
Puerto Ricans	0.04	0.5	0.2	0.5
Total N's	2605	2737	2520	3294

Graduate Students: Departments

Have the activities of departments been such that affirmative action will be facilitated? In answering this question special programs, admission policies, graduate record examination scores, policies for part-time students, financial aid, rewards, and placement will be examined.

By and large, the departments have not established special programs for minority graduate students, and by inference, for female graduate students. For instance 47 percent developed special recruitment programs, but only 27 percent designated someone responsible for recruitment; 24 percent have special admissions programs; 20 percent have special programs of financial aid; and only 12 percent have special tutoring programs.

Minority and female students have been greatly concerned with the use of two criteria of admissions to graduate school, graduate record examination (GRE) scores, and age. It was felt that these two criteria may weigh heavily against them. To the extent this is true, use of these as criteria for admissions is not in support of affirmative action.

The situation is somewhat ambiguous. On the one hand, age is virtually removed as a way to limit graduate admissions: 96 percent of the departments report they do not use age as a limiting factor.

In contrast, almost all (99 percent) of the departments use undergraduate grade point average, 95 percent use letters of recommendation for admission evaluation, and 81 percent continue to use GRE scores.

A number of the departments have attempted to adjust GRE scores for possible bias. Generally, however, the departments report using methods that are not clear specifications of the actions taken. Of the 80 departments that adjust GRE scores for bias, 29 percent report the use of multiple indicators, 25 percent take minority status into account informally, 20 percent de-emphasize GRE scores of minorities, 20 percent ignore or disregard GRE scores, and six percent use lower GRE scores for minorities. From this information, it appears that only 16 departments disregard GRE scores as a means to avoid potential bias.

Another sign of affirmative action is departmental policy toward part-time students. Liberal policies toward part-time students, among whom it is assumed are numerous minorities and women, are seen as support for affirmative action. Here, too, departments have been slow to adjust policies. Only 33 percent of the departments permit and encourage part-time study. Related to this practice is another finding of low support for such students: financial aid for part-time study is available in only 44 percent of the departments permitting part-time study.

Financial aid is an extremely important way by which departments can support affirmative action. On the one hand, minority students tend to have great financial needs. On the other hand, female students are less likely than male students to be perceived as having great need for financial support. The husband's work is seen as taking care of the financial need of married female students. The reverse is not granted. The financial need of married male students is calculated independently of the financial situation of the wives.

If it can be assumed, however, that the use of financial need as a criterion for financial aid reflects support of affirmative action, then again departments are slow to change in this regard. It was found that 82 percent of the departments have criteria for financial aid. Responses to a question concerning the composition of these criteria showed that a variety of criteria are used. Academic performance is the most frequent criterion cited (52 departments), grade point average is second (49 departments), financial need is third (45 departments), letters of recommendation is fourth (34 departments), and graduate record examinations is fifth (25 departments).

The departments differed in terms of priority given to these criteria. Only "strong" departments gave greater importance to financial need than to other criteria.

Another set of questions dealt with the specific types of awards (traineeships, fellowships, teaching assistantships, research assistantships, and other financial aids) granted to minority and female students. The extent to which the proportion of rewards received exceeded the proportion of these students in graduate school can be considered to be affirmative results. An equal percentage of recipients of awards will only maintain the same proportion of graduate students.

The percentage of awards held by minorities and women reinforces the view that departments of sociology are slow in producing affirmative results. Only in a few categories is the percentage of awards slightly higher than the percentage of minority and female students: blacks on fellowships, Chicanos on traineeships and fellowships, American Indians on traineeships, Puerto Ricans on fellowships, and women on traineeships. Asian Americans, American Indians, and Puerto Ricans fare less well on the awards. No American Indian received a fellowship, teaching assistantship, or research assistantship.

Table 5: PERCENT OF Ph.D.'s FOR MINORITIES AND WOMEN IN SOCIOLOGY (GRANTED, 1970, 1971; GRANTED OR EXPECTED, 1972; AND ESTIMATED FOR 1973)

New Students	Year			
	%			
	1970	1971	1972	1973
Women	21	24	23	28
Blacks	3	4	1	4
Asians	1	0.3	0.3	1
Chicanos	0	0.3	0.6	0.2
American Indians	0	0	0	0.2
Puerto Ricans	0	0	0	0.2
Total N's	500	574	604	617

Graduate Students: Point of Exit

Completion of degree work is the most immediate evidence of the availability of minority and female faculty in the future. An increase in degree production, then, is a mark of effective affirmative action. Examination of Ph.D.'s and M.A.'s over the last several years does not reveal a significant change in the status of minorities and women. Table 5 shows that the black Ph.D. production even decreased from those granted in 1971 to those granted and expected in 1972. The percentage of Ph.D.'s granted to Asian Americans and Chicanos remains the same at a low level. Not a single Ph.D. has been granted to Puerto Ricans or American Indians between 1970 and 1972. The proportion of degrees granted women declined one percent from 1971 to 1972.

Estimates for 1973 suggest an increase in the Ph.D. proportion of degrees for all groups, but estimates typically have been high.

The situation is roughly the same for M.A.'s. From 1971 to 1972 black M.A.'s went from five percent to four percent of the total M.A. production, Asian Americans from one percent to

Table 6: PERCENT REPRESENTATION OF MINORITIES AND WOMEN AMONG ASA COMMITTEES AND ELECTED OFFICERS (1966, 1970, 1972, 1973)

CATEGORY OF MEMBER	ASA POSITIONS				
	Elected Officers and Council %	Elected Committees %	Council or Pres. Appts. %	Editorial Boards %	Elected Section Officers %
Women					
1966	0	0	3	10	0
1970	11	4	6	4	3
1971	11	19	12	8	8
1972	28	19	18	16	9
1973	33	31	19	15	32
Blacks					
1966	0	0	1	0	0
1970	0	4	7	1	0
1971	6	11	9	2	0
1972	6	11	14	3	0
1973	6	14	13	5	2
Asian Americans					
1972	6	4	2	0	1
1973	0	0	0	0	0
Spanish speaking					
1972	0	0	3	0	0
1973	0	0	4	0	0
Total (n) positions					
1966	29	3	170	115	34
1970	18	27	172	113	63
1971	18	27	188	112	63
1972	18	27	195	123	67
1973	18	42	198	133	104

0.5 percent, Chicanos from 0.4 percent to one percent, and American Indians and Puerto Ricans from 0.1 percent to zero percent. The production of female M.A.'s dropped from 37 percent to 32 percent.

Another important area regarding affirmative action activities is that of placement of minority and female graduate students. Once again, it appears that support for affirmative action is not strong. The departments (96 percent of them) do not rank-order graduate students who are seeking employment. It is difficult to know how this relates to affirmative action, but ranking minority and female students high may be more supportive. At any rate, responsibility for job placement does not tend to be assigned to any one individual, committee, or office. Only 19 percent of the departments assigned job placement responsibility to an individual, nine percent to a committee, and two percent to an office. At the same time, difficulty in job placement is not seen as decreasing. Only seven percent of the departments report that job placement is less difficult this year.

American Sociological Association Activities

Professional association activities like those of faculty, students, and departments are also important where affirmative action is concerned. Increase in participation of minorities and women will be taken as a measure of support for affirmative action. The picture with respect to minorities is ambiguous. Table 6 shows a total increase in the percentage of black participants from 1966 to 1973. There has been a uniform increase in the number of blacks in both elected and appointed positions over the years, but no change was registered for last year.

No Asian Americans participated as appointed or elected officials or as members of editorial boards or committees. The participation of Spanish-speaking people remained at a constant low level. There were Council or presidential appointees only.

The situation for women changed the most over the seven years. There has been a marked increase in total participation with women now holding 33 percent of the elected positions for offices, 32 percent of elected section offices, and 31 percent of elected committee positions. The representation of women across all positions is approximately equal in percentage terms to their representation in total membership.

Conclusion

The following summary statements suggest that there has been some affirmative action in sociology, but fewer affirmative results:

- (a) Relatively few departments have goals and timetables for the hiring of minorities and women. Few also have individuals working in a liaison capacity with the American Sociological Association on concerns of minorities and women;
- (b) Minorities are still a small percentage of the faculty. Although there has been an

increase in the proportion of female faculty, the increase has occurred mainly at the lower ranks;

- (c) Departments have not developed effective hiring procedure methods for locating candidates, pertinent policies, courses at the graduate level, ways to treat special contributions, and leadership roles relative to minorities and women;
- (d) The percentage of black graduate students remained the same, but the numbers have declined. There are still very few other minority graduate students. Female students, in contrast, have increased both proportionately and numerically. There was no increase in new minority and female students either entered or accepted;
- (e) Not many departments have established special programs for minority students. The graduate record examination scores are still being used, and in cases where their use is modified, the modifications are not specified in such a way that it can be shown that biases are eliminated. Part-time study tends not to be encouraged. Financial aid is not based primarily on financial need, and, relatively speaking, not very many minorities and women hold awards. One important change is that age is no longer being used as an admissions criterion or as a basis for awards.
- (f) The percentage of black and female Ph.D.'s and M.A.'s has not increased. Asian Americans and Chicanos still have a small representation in Ph.D.'s and M.A.'s. No Puerto Ricans or American Indians were awarded a Ph.D. from 1970 to 1972 and only one M.A. in 1972. Few departments assign responsibility in any-one for job placement.
- (g) Affirmative action in the American Sociological Association is somewhat mixed. The participation of blacks and women has increased, especially that of women. But no Asian American participated as an elected official, an elected section member official, a member of Council or a presidential appointee, and member of editorial boards. Finally, the participation of Spanish-speaking sociologists was limited to appointed positions.

FOOTNOTES

¹See *The American Sociologist*, VI, No. 3 (August, 1971), pp. 271-273 and *The American Sociologist*, VII, No. 8 (October, 1972) pp. 3-5.
²Questionnaires from the University of Calgary and Loyola University were received too late to be included. Although the questionnaire of Washington State University was sent to the office, there is no record of its being received.

Letters

A VERY SMALL FABLE FOR OUR TIMES

Once upon a time there were several sociologists who studied many things about age and sex roles and studied them well indeed and they came to be known as Prophets. But the Prophets studied middle and old age only fleetingly. Elsewhere, other sociologists studied middle and old age intensively. These sociologists, also known as social gerontologists, found that many of the stereotypes of old age were inaccurate, as stereotypes sometimes are, and that old age was not all dismal, decremental and downhill. These sociologists studied and wrote for lo, many years without the blessings of the Prophets. But as the Prophets themselves grew old, they discovered A SOCIOLOGY OF OLD AGE. A light shone in their eyes, power ran through their veins. They wrote books, they made statements, they disregarded the writings of the social gerontologists. Indeed, they were as explorers who have thrown away the maps to already charted countries saying, "For lo, we show you a better way—You do not need the maps of others—they are based on a round world, take our flat world maps."

This would not be a problem, nor would this be a fable, without a moral. It ill behooves the Prophets or anyone else to ignore the empirical data collected for many years by many colleagues. It equally ill behooves the Prophets or anyone else to repeat as if they were "facts" common stereotypes such as "It is a time of life when the individual becomes permanently detached from the two institutional structures—the nuclear family and the occupational system—that give form and meaning to adult existence in modern times." (Blau, 1973, pp. 12-13) or "The retired man, on the other hand, experiences not only loneliness but also self-denigration. The loss of work and social relationships leads him to question the very meaning of his existence, as indicated by his query: "What am I doing on this earth? What good am I here?" (Op. cit., pp. 27-28) or, finally, "There are few actual parental rights or obligations left, except in times of crisis." (Op. cit., p. 8) The pessimism and negativism expressed by the Prophets who have only recently discovered the field of aging does neither the field nor the older people they are purportedly describing any good. It is, moreover, discouraging to those who have been significantly involved in research in aging for the past two decades to see their research findings discarded, ignored, or worse yet, given limited access to professional forums. It will be interesting to observe the long range consequences of the discovery of the field of aging by the Prophets. (Didn't the Spanish bring syphilis to the Indians?)

Mildred M. Seltzer
Scrimps Foundation Gerontology Center
Miami Univ., Ohio

Blau, Zena Smith. *Old Age in a Changing Society*. New York: New Viewpoints, a division of Franklin Watts, Inc., 1973.

CORRESPONDENCE ON CONFLICT METHODOLOGY BETWEEN PETER M. BLAU, ASA PRESIDENT AND T.R. YOUNG, DIRECTOR, THE RED FEATHER INSTITUTE

The Program Committee discussed your suggestion to have a symposium on "Conflict Methodology." We were generally quite reluctant to add new sessions to the program. We felt that the topic you suggest is too specialized to devote an entire session to it. But in addition to the sessions which I mentioned to you, we expect to organize one or more sessions in response to a motion made by the Radical Caucus at the ASA business meetings and these papers might well fit into one of these sessions also. After we have received acceptances from the people we have invited to organize these sessions, they will be announced in the *Footnotes*.

Peter M. Blau

I quite understand your reluctance to add more sessions to an already extensive array of topics and special interests. I must press, however, for a session on conflict methodology. I do so for several reasons which, I trust, will prevail with you and the Program Committee.

I herewith request reconsideration for the following:

- A. The methodology sessions of the A.S.A. program have been preempted by consensus methodologies over the years. A "value-free" discipline should give equal time to alternate assumptions in the practice of research. I am not asking for equal time—only one session; once a year; every year.
- B. Those theorists who accept the propriety of a conflict theoretical perspective on the organization of contemporary society are entitled to a forum in which the assumption can be presented that conflict theory requires conflict methodology in order to complete a conflict paradigm.
- C. Conflict Methodology is defined as a set of research techniques by which quality information is obtained from and introduced into social systems which stand in hostile contrast to the researcher or his clients. By aborting the development of such a methodology, the information by which the corporate dominated society is constrained is lost. This action of abortion thereby ratifies the conservation bias in contemporary sociology as well as the allegation that professional sociology serves the information needs of the corporate sponsor only on the terms specified by that sponsor.
- D. I quite understand that the notion of conflict methodology makes no sense to a generation of sociologists imbued with consensus assumptions. However, I do have a vision of an alternative to consensus practices in research. I believe that contemporary methodology has developed research tools in but half of the domain it purports to encompass. I must ask that you trust that belief and provide a forum in which a dialectic can begin; in which alternative approaches to consensus methods can be fostered.
- E. I have two papers drafted; one on the principles of conflict methodology and one on the techniques of conflict methodology. They do not conform to the criteria employed in the A.S.R. or in the sessions of A.S.A. for quantitative and statistical pieces. Without a forum by which such larger issues can be raised and pursued in methodology the progress of the discipline is impeded.

As a tactic to force the information contained in this letter to be honored by The Program Committee, I am sending copies of our correspondence to *Footnotes*. My thought is to activate the political consciousness of our colleagues and to gain public opinion support from them.

I do hope that the program committee will give this request serious thought and honor it.

T. R. Young

When I received your letter on October 18 the Program Committee had just met: for the last time to make final arrangements for additional sessions. I could therefore answer your letter of October 12 by saying that your request for reconsideration came too late to be acted upon. But I would rather deal with it on substantive grounds.

Theoretical and substantive issues cannot be joined unless procedural ones are agreed upon. I do agree that there are different theoretical approaches in sociology and that there is a conflict-theory perspective, but I do not agree that there is such a thing as a conflict methodology. However, you would be quite right in saying that it is precisely such disagreement that prevents you from airing your viewpoints. This point would be well taken and I think that you should have a chance to express your ideas.

But from what you write in your letter, it is quite evident that you have papers drafted on conflict methodology, as you say in paragraph E. But the fact that you have some papers of interest does not justify a session, it merely justifies the presentation of such a paper. There are several sessions in which such a paper could be presented, for example, the one on "Conflict and Violence;" the one on "Methodology," the one on "Structural and Phenomenological Marxism," organized by Richard Appelbaum; and others. I shall send a copy of this letter to the organizers of the sessions I mentioned to alert them to the fact that you may submit a paper and urge them to consider it for possible inclusion in their sessions. Of course, I have no authority to tell them what decisions to make, and they must judge whether your paper meets their standards.

Peter M. Blau

Your response to my letter pressing for a session on Conflict Methodology at the 1974 meetings of A.S.A. is unacceptable. I would like to ask you to take a critical look at what your reply involves. In the first and major instance, your decision represents the president of the professional association of sociologists acting to exclude from collegial consideration and dialogue just that realm of methodology which is necessary to restrain and to control the large scale organization and its creature, the corporate society.

Furthermore, your inability to agree that there is such a thing as conflict methodology is quite irrelevant. The point of a session in C.M. in our scholarly proceedings is to add to the political dimensions of future sociologists; not to persuade those of us who grew up under a consensus orientation to theory and methodology. If you wish to satisfy your own curiosity on the matter, I would be pleased to enter into a dialogue with you but that activity must be quite apart from the question of whether the discipline itself deserves to focus attention on this issue. I'm afraid you're confusing between your own private orientations and the charge implicit in the office of president-elect to act as steward to the information needs of future sociologists.

You do me a personal injustice when, in your letter, you reply to my Point E in which I mention that I have two papers on C.M. which do not lend themselves to the criteria of selection in other sessions. You pass over Points A through D and focus on a subsidiary point. This selective response makes it appear as though my central concern was to present my own papers. That is not the case... although I appreciate your trouble to contact Bonacich, Labovitz, and Appelbaum, I do not intend to offer papers to these sessions: Two are quite different in focus from C.M. and the other is the diametrical opposite of what C.M. entails. You must believe that my central interest is to use a session on C.M. as a forum for the consideration and development of C.M. by other sociologists. I know that I cannot develop such a field by myself: I need the active participation of other sociologists to expand and to advance the field of conflict methodology. I mention those two papers to illustrate the point about the unsuitability of other sessions for papers such as mine; not to enlist your aid in finding a place on those sessions for my papers. I will not insult you by suggesting that the confusion between the general and the particular was deliberate; it was convenient to your decision.

I am impressed by the ambivalence of your response to my request as well as the overall gentleness of language in which you couch your reply. They suggest that you are of two minds in this matter and that you may doubt the wisdom of your action. I would hope this to be the case. I would like to request one or two alternatives: If it is not too late to add a session on Conflict Methodology and if you can manage it, I would like to ask that it be done. If, in fact, it is too late to add a session, I would like to enlist your good offices in arranging for a permanent session on Conflict Methodology for subsequent meetings of A.S.A. after the 1974 meeting in order to avoid a yearly hassle (the last three presidents have said "NO" to my requests in this matter); it is debilitating. An agreement to offer sessions on C.M. for, even, five years should be sufficient to test the merits of my position that a) conflict theory implies conflict methodology, b) there are substantive differences between consensus methodologies and conflict methodologies, c) consensus methodologies presently preempt the field of social research, d) it is a political act to exclude scholarly contemplation of one line of research endeavor while pushing another to its perfection, e) it is impossible to constrain the power of the corporate society without a science of conflict methodology, and f) to abort the development of C.M. is an evasion of the reciprocity between sociology and society implicit in the support we receive from the general public. Consensus sociology entails a one-sided partisanship on the part of social research on behalf of the managing elites of contemporary society.

Please let me know your pleasure on the matter. In the meantime, I will continue to make our correspondence available to the membership of A.S.A. in order to redress the imbalance of power available to each of us.

T. R. Young

COMMITTEE CALLS FOR AID TO CHILE

The military *putsch* of September 11th in Chile and the massive repression of her citizenry, has a special relevance for us. For Chile was one of the few remaining parliamentary democracies in the world, and its destruction reveals, once again, how precarious are the freedoms we take for granted, when their exercise threatens vested interests. Under the military *junta*, as your readers know, thousands have been incarcerated and countless persons summarily executed; the universities have been put under the control of military officials and faculties purged of 'dissidents,' parties have been indefinitely 'recessed,' parliament has been dissolved; senators, deputies, mayors, aldermen, civil servants, trade unionists, students, teachers, cabinet ministers, and vast numbers of workers have been subjected to interrogation, torture, imprisonment, death, and, if fortunate, forced exile. Hundreds crowd the few embassies which have been willing to grant 'shelter' or asylum (ours is not one of them) to individuals requesting it. Few such persons have received the regime's pledge of safe-conduct out of the country, and some who do, are, in fact, arrested, or shot, or emerging from their places of refuge.

The U.S. Committee for a Democratic Chile has been established with the following purposes:

1. To provide assistance to individuals whose lives, liberties, incomes, or property have been endangered by the September 11 *putsch* and related events. Financial assistance will be provided for legal defense, transportation, relocation, sustenance, rehabilitation, medical care, and aid in obtaining employment.

2. To gather and publicly disseminate reliable and valid information concerning the personal, civil, and political liberties of residents of Chile, and to activate public opinion in order to eliminate any restrictions on such liberties imposed by the military regime.

3. To provide assistance to other organizations and individuals engaged in similar and related humanitarian efforts.

Funds have already been disbursed by the Committee and debts assumed well in excess of the actual resources available, guaranteed from the personal income of Committee officers and associates. The Committee hopes to obtain tax-exempt status, and IRS approval making contributions to it tax-deductible, but such approval is still pending.

Your check, in the largest amount you can afford, should be made out to the U.S. Committee for a Democratic Chile, at P.O. Box 5341, Madison, Wisconsin 53705.

Maurice Zeitlin
Chairman, U.S. Committee for a
Democratic Chile
Univ. of Wisconsin

* * *

PERCHILDA FROM PULLPERCHILD, WASHINGTON

Looking over the program of the 1973 A.S.A. meetings, I was relieved to find that this year's sessions were presided over by "presiders" rather than by "chairpersons." The latter euphemism for the supposedly sexist (but very much more familiar and less cumbersome) "chairmen" was fraught with difficulties that the A.S.A. has now wisely side-stepped.

I did not attend the meetings this year on Personhattan Island, so I may have missed an opportunity to hear someone read a personifisto that would have set forth a compelling persondate for further persongling the English language on behalf of the anti-sexist cause. From my unenlightened perspective, however, may I point out two possible objections to this linguistic personuever in pursuit of sexual equality? These two objections are completely overcome by the adoption of "presider."

First, the assumption that whenever "man" appears as a syllable in a polysyllabic word it necessarily causes that word to refer to males and to discriminate against females reminded me that, as Merton showed in *Social Theory and Social Structure* (1968 ed., p. 212), children sometimes infer incorrect rules through inappropriate extrapolation. Merton's evidence for this consisted of various examples of misconceived grammatical consistency. A few of these examples seem to apply here: in the past we have all probably "falled" into unintentionally

Section News

Family Section. The theme for the Family Section Day, August 27, of the 1974 ASA Annual Meetings will be "The Family in World Perspective". It is designed to make salient family knowledge from work in a number of countries and to encourage the participation in Section Day activities of foreign scholars who will be at the ASA Meetings after attending the earlier International Sociological Association Meetings in Toronto. The organizer of the Family Section sessions will be Joan Aldous, Dept. of Sociology, University of Minnesota, Minneapolis, Minnesota 55455 until December 20, after that, Dept. of Sociology, Tulane University, New Orleans, Louisiana, until May 15.

Sociology of Education Section will again sponsor a special session of contributed student papers at the 69th Annual Meeting of the American Sociological Association in Montreal, August 26-29, 1974. These papers may be on any subject relevant to the sociology of education, but must be authored or coauthored by students only. In order to qualify, students must have been enrolled in either a graduate or undergraduate degree program during the 1973-74 academic year.

Papers that are accepted will be listed in the ASA program and will be read at the Meetings. Thus, general ASA rules regarding submission procedures shall apply. Papers should not exceed 1,500 words. For further details on the general rules of participation, see the August, 1973 issue of FOOTNOTES.

Student papers should be submitted in duplicate to Dan C. Lortie, Department of Education, University of Chicago, 5835 South Kimbark, Chicago, Illinois 60637, by March 1, 1974.

* * *

ANNUAL MEMBERSHIP DUES

Member: Persons with a PhD in sociology or closely related fields or who have completed at least three years of graduate study in such fields in good standing in accredited institutions; or persons lacking these qualifications if they can present evidence of comparable professional competence and commitment to the field of sociology.

DUES MPR*

Annual Income Under \$20,000	\$30	\$24
Annual Income \$20,000-\$30,000	\$40	\$32
Annual Income Over \$30,000	\$50	\$40

International Member: Non-United States citizens meeting the criteria stated above for Member. Same as Member dues above.

Associate: Persons interested in the field of sociology.

DUES: \$20 MPR: \$16

International Associate: Citizens of all countries except the United States.

DUES: \$12 MPR: \$9

Student Associate: Undergraduate majors or graduate students in sociology in accredited institutions.

DUES: \$10 MPR: \$8

Student Member: Members who qualify for full Member status as described above but who are continuing as full-time students. Available for up to four years after initial eligibility.

DUES: \$15 MPR: \$12

*Minus Publication Rate: Persons who wish to join ASA without receiving journals.

Persons in each category above have the right to attend all ASA meetings. Only Members, International Members, and Student Members have the right to vote and to hold office. Persons in each category receive one subscription to the *American Sociological Review*, *The American Sociologist*, *Contemporary Sociology*, and ASA FOOTNOTES. These publication rights apply unless persons opt for the **Minus Publications Rate**.

Section Memberships: \$5.00 for Medical Sociology and Organizations & Occupations. \$3.00 for all others.

1. Undergraduate Education
2. Methodology
3. Medical Sociology
4. Criminology
5. Sociology of Education
6. Family
7. Organizations & Occupations
8. Theoretical Sociology
9. Sociology of Sex Roles
10. Community
11. Social Psychology

Awards & Grants

□ **NIDA Grants for Centers to Study Drug Abuse.** Heretofore most monies for research on drug abuse have been granted on an individual project basis. Now another approach is being added to the support base for work in this area. NIDA, the National Institute on Drug Abuse has announced the availability of grant support for research Centers interested in mounting integrated programs (as opposed to a collection of individual projects) to contribute to the body of social, psychological, and cultural knowledge on drug abuse. NIDA will make eight to ten awards to institutions interested in organizing such Centers. The \$500,000 a year (for three to five years) maximum per center may be used to cover administrative and research costs. Funds may also be used for research training but not for construction.

Applications from qualified groups are being sought by March 1, 1974. Included in the list of suggested topics for research are the following: personality and drug abuse, epidemiology, studies of minorities and special risk groups, drug abuse predictors, methodological studies, role of professionals in prevention and treatment, and social and psychological aspects of social control mechanisms.

For further information write: Robert C. Petersen, Ph.D., Chief, Center for Studies of Narcotic and Drug Abuse, NIDA, Rm. 13-39, Parklawn Bldg., 5600 Fishers Ln., Rockville, Md. 20852.

□ **National Park Service,** Western Region, is soliciting proposals for a two-year field experimental study of river running in Grand Canyon National Park to begin in May, 1974. The physical and social psychological effects of differential levels of crowding are to be examined. For a copy of the call for proposals, write to Dr. Bruce Kilgore, Associate Regional Director, National Park Service, 450 Golden Gate Avenue, Box 36063, San Francisco, California 94102. Proposals are due February 15, 1974.

Personals

Appeal for Information: Gene F. Summers is preparing a volume on rural industrial development in the U.S. which will provide a much needed review and synthesis of impact studies of industrial development in small cities and rural areas. If you are aware of documents which should be included in this review and synthesis, please send copies. If not available, references and/or names of researchers involved would be appreciated. Send all correspondence to Gene F. Summers, Department of Rural Sociology, 603 WARF Building, University of Wisconsin, Madison, WI 53706.

For Sale: Several back issues of the ASR available at \$4 per copy. Beginning with August, 1940 issue thru June 1958. Not all issues available in each volume. If interested please contact: Eugene I. Knez, Curator, Museum of Natural History, Asian Anthropology, Smithsonian Institution, Washington, D.C. 20560.

ASA FOOTNOTES

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Meeting Calendar

February 7-9, *The World Population Society.* First Annual Meeting, Washington-Hilton Hotel, Washington, D.C. "Global Dialogue of the Disciplines on Population" will be the theme. Abstracts of papers are being solicited as well as an invitation to Charter Membership in the Society. Charles M. Cargille, M.D., The World Population Society, The American University, Washington, D.C. 20016.

February 22-24, *Society for Cross Cultural Research.* Annual Meeting, Boston, Massachusetts. James M. Schaefer, Secretary-Treasurer, SCCR, Dept. of Anthropology, University of Montana, Missoula, Montana 59801.

February 27-March 2, *Atlanta Behavior Modification Workshop/Intensive Practicum Workshop,* Regency Hyatt, Atlanta, Georgia. Joan F. Bassinger, P.O. Box 597, Libertyville, Illinois 60048.

March 27-30, *Southwestern Sociological Association.* Annual Meeting, Statler Hilton, Dallas, Texas. Charles M. Tolbert, Dept. of Sociology, Baylor University, Waco, Texas 76703.

March 28-30, *Pacific Sociological Association.* Annual Meeting, Hyatt House, San Jose, California. Leonard Gordon, Dept. of Sociology, Arizona State University, Tempe, Arizona 85281

April 5-7, *Eastern Sociological Society.* Annual Meeting, Sheraton Hotel, Philadelphia, Pennsylvania.

sylvania. Margaret E. Donnelly, CUNY, Herbert Lehman College, Bronx, New York 10468.

April 18-20 *Southern Sociological Society,* Annual Meeting, Sheraton-Baltimore, Atlanta, Georgia. George A. Hillery, Jr., Virginia Polytechnic Institute, Blacksburg, Virginia.

May, *D. C. Sociological Society.* Annual Meeting, Washington, D.C. Gene B. Petersen, Bureau of Social Science Research, Inc., 1900 M Street, NW, Washington, D.C. 20036.

May 2-4, *North Central Sociological Society.* Annual Meeting, University of Windsor, Windsor, Ontario, Canada. Dean Knudsen, Dept. of Sociology, Purdue University, West Lafayette, Indiana 47907.

* * *

ACTION, from p. 4

*See Kenneth D. Roose and Charles J. Andersen, A RATING OF GRADUATE PROGRAMS, American Council on Education (Washington, D.C., 1970). The total number of departments defined by type is: Distinguished 7, Strong 14, Good 8, Adequate 16, Unranked 163. The number of departments of sociology responding to the 1973 questionnaire by type of department is: Distinguished 6 (86 percent), Strong 13 (93 percent), Good 8 (100 percent), Adequate 14 (93 percent), and Unranked 124 (77 percent). The criticisms of this rating system have increased to the point that a new system of rating graduate departments in sociology or a greatly revised one will soon be developed.

Departments that did not respond to the 1973-74 Minority and Women Questionnaire

DISTINGUISHED: Chicago

STRONG: Brandeis

ADEQUATE: Notre Dame

UNRANKED

Atlanta	Loma Linda
Arkansas	Long Island-Brooklyn
Brigham Young	Memorial
Calif. St., Sacramento	Mississippi
Carleton	Missouri-Kansas City
CUNY, Brooklyn	Nevada
Cornell-Rural	New Hampshire
Dalhousie	New Mexico
Detroit	North Dakota St.
East Texas State	Rice
Emory	Rochester
Georgia St.	Sacramento State
Guelph	South Dakota
Houston	Texas A&M
Ill. Inst. of Tech.	Tufts
Kansas St.	VPI
Kent State	Western Ontario
Laval	Windsor

* * *

OPEN FORUM, from p. 2

reached other than that in a large proportion of academic institutions Affirmative Action has meant giving preference to women and minorities, and, in the words of Bernice Sandler, *violating the very laws and regulations they are seeking to observe.* In corroboration of the findings of this study, another report recently appeared with findings that 35 percent of responding chairmen from a broader sample of institutions indicated that their departments had formally determined a priority list for the hiring of women and minorities (Lorch 1973). Other findings in Lorch's article, as well as the discussion of issues, should be interesting to those concerned with the problems of discrimination in the academic professions.

Footnotes

¹Barbara R. Lorch, "Reverse Discrimination in Hiring in Sociology Departments: A Preliminary Report," *American Sociologist* 8 (August): 116-120.

²Bernice Sandler, "Male vs. Female: A Bread-and-Butter Issue," *Chronicle of Higher Education*, February 5, 1973. Reprinted in *Footnotes*, August 1973, page 8.

Thanks are due to the respondents, and special appreciation is noted for the many comments which could, easily and usefully, fill a book.

OFFICIAL REPORTS AND PROCEEDINGS

MINUTES OF THE 1974 COUNCIL

The 1974 Council convened in the New York Hilton at 2:30 p.m., Thursday, August 30, 1973, President Peter M. Blau presiding. Those members of Council present were Hubert M. Blalock, Jr., Orville G. Brim, Jr., Lewis A. Coser, Joseph Fichter, William H. Form, Joseph R. Gusfield, Suzanne Keller, Melvin Kohn, Mirra Komarovsky, Gary Marx, Matilda White Riley, Jerome H. Skolnick, Ruth Hill Uusem, Walter L. Wallace, and J. Milton Yinger. Those members absent were James A. Davis, Renee Fox, and Neil J. Smelser. Members of the Executive Office present were Otto N. Larsen, Joan R. Harris, Alice F. Myers, and Norma S. Blohm.

1. **Report of the President:** President Blau opened his report by welcoming new members to Council, asking and receiving approval of the agenda, and by discussing the program for the 1974 Annual Meeting in Montreal, Canada. He requested advice from Council concerning a special reception that might be given during the meeting for both ISA and ASA members. It was decided that Council members should forward their ideas to the Executive Office so that the matter could be discussed at the first interim meeting in December.

President Blau also requested that Article IV of Section 6 of the By-Laws be updated to read "Publication of official news and notes... shall be published in FOOTNOTES." It now reads "in *The American Sociologist*."

2. **Report of the Secretary:** Secretary Yinger informed Council that he would bring up the items to be reported as they appear on the agenda.

3. **Report of the Executive Officer:** Without further comment, Otto Larsen referred Council to his annual report printed in the Official Reports and Proceedings.

Before continuing to Item 4 of the agenda, Past-President Komarovsky informed Council that many members still do not know how to get on the Annual Meeting program. The process was printed in the August FOOTNOTES, and the Executive Officer assured Council that an update would be reported in the November issue.

4. **Summary of Open Forum, Concluding Segment, June 1973:** This item was placed on the agenda at the request of those few members who stayed to the end of the last interim Council meeting in June. Before discussion began, however, Council members were reminded that they are committed to attend all Council meetings and remain until all agenda items have been completed.

The concluding segment of the Open Forum session concerned the representation of blacks and other minorities on ASA committees, editorial boards, and Council. Of all the blacks nominated to office at the last election, not one was elected. Some members felt very strongly that a method must be devised which would guarantee representation from minority groups. It was suggested that periodic reminders of our commitment to affirmative action be sent to the Committee on Committees, Nominating Committee, Council, and be reported in FOOTNOTES. It was also suggested that additional biographical data be made available to the voting membership.

5. **ASA-SSSP Relations (1974 Meeting Plans, etc.):** The SSSP requested that the ASA change either its time or date for the proposed reception for international guests because it would conflict with the SSSP presidential address. Council discussed the problem in detail but determined that any change in the program rightfully lies in the province of the 1974 Program Committee; therefore, the following motion was made:

MOTION: That the President in consultation with the 1974 Program Committee be authorized to negotiate with the SSSP regarding the two programs, including the question of scheduling joint sessions. Carried.

6. **ASA-ISA-SSSP Relations (U.S. representation to ISA):** The question of how the American representative to the International Sociological Association is to be selected for a four-year term starting in January, 1974 was discussed thoroughly, and the following motion was made:

MOTION: That a liaison committee be established consisting of the presidents of the SSSP and ASA to choose a delegate and alternate to ISA and that this negotiated understanding be ratified by the governing bodies of these two organizations. Carried.

7. **Report from ISA President, Reuben Hill, on Eighth World Congress:** President Reuben Hill, accompanied by Enzo Mingione, appeared before Council to comment and answer questions about a written proposal which had been placed before Council requesting that the ASA contribute funds to support the ISA Eighth World Congress to be held in Toronto, Canada, August, 1974. Dr. Hill pointed out the precedent of ASA contributions to the past two congresses. In essence, the proposal requested funds for the following four areas: 1) Announcement of Congress and pre-registration form to be included in a fall issue of FOOTNOTES; 2) Loan of ASA staff members to work at Congress; 3) Mailing and correspondence; 4) Travel awards for 10 scholars; 5) Travel awards for two or more ISA research committee seminars to meet in the U.S. prior to Congress.

The Committee on the Executive Office and Budget had been apprised of this proposal during its meeting the previous day and advised Council that the budget could allow the sum of \$10,000 to aid the ISA meeting. With this in mind, Council moved the following:

MOTION: That up to \$10,000 be allocated to the International Sociological Association for its Toronto meeting in 1974. Carried.

However, after considerable deliberation about budget problems and priorities, Council specified the form of the expenditures according to the following motions:

MOTION: That the funds be used in the following way: \$8,000 allocated on universalistic, scholarly principles with priority given to young scholars from developing countries, and \$2,000 be given for administrative purposes for which the conditions will be negotiated by the Executive Officer. Carried.

MOTION: That the President (of the ASA) and the Executive Officer, after investigation, be jointly authorized to act upon additional proposals from the ISA seeking ASA endorsement of funding requests from outside agencies. Carried.

8. **Report from Committee on Status of Racial and Ethnic Minorities:** The CSREMS submitted to Council an interim report proposing a mechanism for the governance of the Minority Fellowship Program and for the selection of a Project Director. In addition, the report contained a job description for the Project Director and recommendations for persons to be appointed to both the CSREMS and the proposed sub-committee for governing the fellowship program. After thorough discussion of the commitment of Council to the program and alternatives for administering it, Council acted as follows:

MOTION: That the chairperson of CSREMS, in consultation with the membership of that Committee, the Executive Specialist, and the Executive Officer, be authorized to appoint an Advisory Sub-Committee of not more than seven members, the majority of which are to be members of CSREMS, to serve as a governing board for the Minority Fellowship Program. (Later the following were appointed by James Blackwell to the Advisory Sub-Committee: Maurice Jackson, Chair, Ruth S. Hamilton, John Moland, Jr., Frank Bonilla, Joseph H. Stauss, Jaime Sena Rivera, and William H. Sewell.)

Council examined the job description for the Project Director and agreed that the CSREMS should proceed as a "Search Committee" and report their recommendations as early as feasible. These recommendations will be processed in the standard manner used for similar appointments, meaning that the decision will be made by the Committee on the Executive Office and Budget subject to review by Council. Council then examined a statement from CSREMS concerning the functions, composition, and accountability of the Advisory Sub-Committee and acted as follows:

MOTION: That Council accept the statement of functions of the Advisory Sub-Committee as modified. Carried.

9. **Report from the Committee on Freedom of Research and Teaching:** The Committee report printed in the Official Reports and Proceedings requested the following two actions be taken:

MOTION: That Council pass a resolution asking the departments not to request information from job applicants concerning previous arrests and convictions. Carried.

MOTION: That Council pass a resolution to support the AAUP in its findings of censure against the East Tennessee State University for dismissing a tenured associate professor of sociology and against the University of Missouri (Columbia) for actions taken against the chairman of the department of sociology at that institution. Carried.

10. **Report from the Publications Committee:** The Committee on Publications submitted a report with three lists of recommendations for editors to the *American Sociological Review*, *Contemporary Sociology*, and *Issues and Trends*. Council discussed the recommendations, added new nominees, and proceeded to vote with the result that the following persons were appointed for three-year terms as editors: ASR, Morris Zelditch; CS, Bennett Berger; and *Issues and Trends*, Helen Hughes. (Later, all three persons accepted the appointments.)

11. **Schedule of Council Meetings, 1973-1974:**

MOTION: That there be two interim Council meetings instead of three and that the two meetings last three days instead of two. Defeated.

Council then decided that the first interim meeting would be held on December 1 and 2.

12. **Report from the Committee on the Executive Office and Budget:** Secretary Yinger began this report by noting that the Committee was presenting a balanced budget and by reminding Council that there is an allocation already included in the budget for an assistant to the Executive Officer, which has not been used to date. The Executive Officer now feels that he would like to find such a person, a graduate student perhaps, to become a Research Assistant for general projects in the ASA.

An item by item discussion of the budget then ensued. Several members strongly urged that Council set aside some time at the December meeting to discuss budget implications and planning priorities. Others also suggested that the Special Fund for the Advancement of the Discipline be listed as a line item, that committee allocations be explicitly outlined, and that a copy of the budget be sent to Council, as well as to the Committee on the Executive Office and Budget, before the March meeting. The discussion concluded with the following motion:

MOTION: That the budget as presented by the Committee on the Executive Office and Budget be approved. Carried.

Council then moved on to other recommendations from the Budget Committee. The first concerned the request from the editor of *Sociology of Education* for back financial support for a special issue entitled, *On The Teaching Profession*. One member moved that the amount be decreased from \$2,000 to \$1,000 but this motion died for lack of a second. Finally the following motion was made:

MOTION: That the editor of *Sociology of Education* be authorized to negotiate with a publisher for a volume entitled, *On The Teaching Profession*, with royalties accruing to the Association and that the ASA back up this authorization with a guarantee to the journal of up to \$2,000 should these negotiations not be successful. Carried.

13. **Constitutional Revision:** Canadian Sociology and Anthropology Association requested that Canadians be made eligible to select membership as International Associates now prohibited by the ASA Convention. In response, Council passed the following two motions:

MOTION: That the ASA create the category of International Member. Carried.

MOTION: That through a referendum to the membership, the words "and Canada" be deleted from Article I of the By-Laws in the sentence reading, "Citizens of all countries, except the U.S. and Canada, may become International Associates." Carried. (ASA Members adopted these changes in the By-Laws in a referendum held in November, 1973.)

A discussion of the revenue implications of these actions followed, but a motion to recommend to the membership that the dues of International Associates be raised from \$12 to \$16 was tabled.

14. **Sections (Reinstating Social Psychology):** The Section on Social Psychology requested that it be reinstated as a Section since it had secured the 200 signatures required. Council acted on the following motion:

MOTION: That the Section on Social Psychology be reinstated. Carried.

15. **Report from the Committee on Committees:** The Committee on Committees provided Council with a list of recommendations for replacements on various ASA committees. Council read descriptions of the candidates, and in some instances, added to the Committee on Committees' list. Council then selected the nominees and alternates to be appointed. (The appointments have been processed, and the Committee rosters will be identified in the December issue of FOOTNOTES.)

The Executive Officer reported that the chair of the Committee on Public Information, Bernard Roshco, served as press officer at 1973 Annual Meeting and that Warren Bred served as associate press officer. The question of the Committee's continued existence and possible functions were then reviewed. Council thanked the Committee for its services and did not renew its tenure. In the future, public information activities will be handled by the Executive Office.

One member of the Committee on Information Technology and Privacy requested ASA approval of a proposal for an NSF grant to research the proper technological knowledge for developing information data banks. Council moved as follows:

MOTION: That Council looks with favor on the proposal but reserves a decision until a review has been made. Carried.

16. **Items from the 1973 ASA Business Meetings:** Of the thirteen motions presented at the two Business Meetings, Council was able to act on five during the time allotted for the Council meeting. Council approved a memorial resolution to acknowledge the contribution of Emory Bogardus, former President of the ASA, who died in August, 1973. The three resolutions bearing on plans for the 1974 Program were referred by Council to the 1974 Program Committee as advisory resolutions. A resolution requesting that the ASA send a letter to the President of the USSR condemning treatment of Alexander I. Solzhenitsyn was turned over to President Blau for action.

The remaining resolutions from the Business Meetings will be discussed and acted upon at the December meeting of Council.

There being no further business, the meeting adjourned at 5:00 p.m., Friday, August 31, 1973.

Respectfully submitted,
J. Milton Yinger, Secretary

MINUTES OF THE FIRST BUSINESS MEETING Wednesday, August 29, 1973

The First Business Meeting was called to order at 10:30 a.m., Wednesday, August 29, 1973 in the New York Hilton Hotel. President Mirra Komarovsky presided.

Acting Secretary Peter H. Rossi turned the floor over to the Executive Officer, Otto N. Larsen, who gave a summary of Association activities during 1972-73. President Komarovsky commented briefly from her annual report that appeared in the August FOOTNOTES and then turned the meeting over to resolutions from the floor.

1. **Resolution Honoring the Late Emory S. Bogardus:** The American Sociological Association regrettably acknowledges the passing of Dr. Emory S. Bogardus, 21st President of our Association on August 21, 1973 at the age of 91. Dr. Bogardus organized the first de-

partment of sociology in the West in 1915 at the University of Southern California. In 1920 he established Alpha Kappa Delta, the sociology honorary society, and in 1972 founded SOCIOLOGY and SOCIAL RESEARCH.

In the profession he is remembered for work in the area of ethnic relations and social psychology, especially the development of the concept social distance.

Among his former students and colleagues, Dr. Bogardus will be especially remembered for his sagacious wit, extraordinary memory, and ever-present sense of empathy.

The resolution was passed unanimously.
II. **Resolutions from Sociologists for Women in Society:**

1. WHEREAS the American Sociological Association, as well as individual sociologists, have recognized and altered some traditional terminology which reflects the sexist structure of society, e.g., the use of "chairperson" or "presider" instead of "chairman," and

WHEREAS problems of sexist terminology persist in the sociological literature, e.g., the use of "man" as a generic term for "human," the use of "girl" in reference to an adult woman, the use of male pronouns generally,

THEREFORE, BE IT RESOLVED that the American Sociological Association appoint a joint sub-committee of the Committee on Publications and the Committee on the Status of Women in Sociology to develop guidelines for a non-sexist terminology.

The resolution was passed unanimously.
2. WHEREAS increasing numbers of persons are desirous of giving less than full-time professional service because of personal responsibilities and needs or because of a commitment to alternative lifestyles, and

WHEREAS less than full-time appointments enable departments to have a greater diversity of faculty and thus to provide a broader educational experience, and

WHEREAS in the past, persons employed on less than a full-time basis have not been accorded treatment appropriate for a professional;

THEREFORE, BE IT RESOLVED that sociologists employed on a less than full-time basis be accorded the following:

- 1) Pro-rated fringe benefits.
- 2) Pro-rated salary appropriate to rank and professional duties.
- 3) Security of employment, including tenure where appropriate.
- 4) Advancement as warranted by professional achievement and length of service.
- 5) Participation in departmental decision-making processes appropriate to their rank.
- 6) Maximum opportunity to shift from full load to reduced load and back again, depending on personal and institutional needs.

THEREFORE, BE IT ALSO RESOLVED that work load and salary for less than full-time appointments be calculated as an actual percentage of a normal full-time work load for persons of equivalent rank so that less than full-time appointments cannot be utilized as an academic parallel to an industrial "speed-up" and so that less than full-time faculty are not placed in the position of "scabbing" on their full-time colleagues;

THEREFORE, BE IT FURTHER RESOLVED that any cases not afforded the above benefits be referred to the ASA Ethics Committee for investigation and sanction when appropriate.

The resolution passed unanimously.
3. WHEREAS affirmative action programs are just beginning and need encouragement,

THEREFORE, BE IT RESOLVED that the American Sociological Association write the executive branch, congresspersons and senators, in the home states of the Association's president, vice-president, and secretary and the Office of Civil Rights in HEW asserting our strongest support of affirmative action as embodied in the Higher Education Guidelines of 1972 issued by the Office of Civil Rights of HEW and requesting rigorous enforcement of the law in these matters;

BE IT FURTHER RESOLVED that these letters request a detailed reply on what is being done and emphasize our Association's interest in continued information on the progress of affirmative action in academic and related professional associations.

Finally, BE IT RESOLVED that news of this action be communicated to the media.

In light of the fact that resolutions of this kind have been passed unanimously by the business meetings of the SSSP, PSA, and ESS, we urge the passage of this resolution by the ASA business meeting.

The resolution was passed unanimously.
4. WHEREAS Sociologists for Women in Society were able to set up a satisfactory child care service for the ASA meetings with a budget of \$250 and the allocation of two hotel rooms,

THEREFORE, BE IT RESOLVED that the American Sociological Association establish a standing Child Care Committee to handle child care at annual conventions. We also suggest that a budget of \$250-\$300 be allocated for this needed service.

The resolution was passed unanimously.
5. WHEREAS it has been called to our attention that employers at the employment service are not following affirmative action guidelines, and

WHEREAS the placement service is an official function of the American Sociological Association, and WHEREAS the American Sociological Association extends space and facilities to employers using this service,

THEREFORE, BE IT RESOLVED that the ASA undertake to insure that each employer using the employment service be informed of and instructed to follow affirmative action guidelines in both job descriptions and interviews;

BE IT FURTHER RESOLVED that if employers do not follow these guidelines, they be barred from using the services in the future;

REPORTS, from p. 7

BE IT FURTHER RESOLVED that the following procedures be adopted to insure adherence to the affirmative action guidelines:

- 1) Upon application for use of the ASA placement service, each applicant-employer shall be given a copy of the affirmative action guidelines.
- 2) As a condition of the use of the ASA facilities, each applicant-employer shall be required to sign an agreement to adhere to these guidelines and acknowledge the full power and authority of the ASA to prohibit the employer from use of the facilities for the current year and for future years for violation of the guidelines.
- 3) All violations shall be reported to the Executive Specialist for Minorities and Women in the ASA, who shall have the power to determine upon brief notice of a hearing if a violation has taken place and to take appropriate action, including withdrawal of placement service privileges for the remainder of the yearly meeting.
- 4) Copies of the affirmative action guidelines should be posted in the placement facilities and distributed to each job candidate who signs up to use the employment service.

The resolution was passed.
 III. *Resolution on Environmental Sociology:*
 WHEREAS the 1969 Environmental Protection Agency guidelines, updated in 1972, contain a mandate for primary and secondary socio-cultural impact analysis, and

WHEREAS sociologists have had little input to date in the formulation of such statements, and
 WHEREAS no guidelines exist for the socio-economic or specifically sociological mandates of impact analysis by the Environmental Protection Agency, and
 WHEREAS it is necessary for sociologists to coordinate their efforts to set quality guidelines and criteria for professional input into environmental impact analysis

THEREFORE, BE IT RESOLVED that the ASA establish a committee to establish guidelines for sociological contributions to environmental impact statements.

The resolution was passed unanimously.
 IV. *Resolution from the Radical Sociology Caucus:*
 WHEREAS the preliminary list of topics for the 1974 ASA meetings, although dealing reputedly with the theme of social structure, has greatly under-represented subjects of interest to many sociologists, and
 WHEREAS sociologists whose analysis of social structure is based on Marxist or other radical frames of reference are represented only in a token fashion on the preliminary program, and

WHEREAS (although our concern is mainly with the exclusion of radical Quebecois sociologists) despite the ASA's presumed emphasis on international exchange among sociologists, we note that no attempt has been made to invite Quebecois sociologists of any perspective to participate in the program;

THEREFORE, BE IT RESOLVED that
 1. The following topics be included on next year's program:

- Multi-national Corporations
- Neo-colonialism
- Imperialism
- Crime and the State: Towards a Marxist Criminology
- Revolution in Advanced Capitalist Society
- Revolutionary Potential of the North American Working Class
- Conflicts within the Ruling Class
- The Political Functions of the Family
- Sexist Ideology in Advanced Capitalist Countries
- Class Consciousness, Consumption, and Social Hegemony
- The Political Economy of Urban Life
- Crimes by the Capitalist State: Radical Alternatives to the Definition of Crime
- The Quebec General Strike of 1972
- Growing Contradictions in North American Society
- The Frankfurt School in North American Sociology

2. Radical sociologists be selected to chair the sessions for these topics, and
3. Where possible, for both the above and other sessions, the participation of sociologists from Quebec should be actively encouraged.

The resolution was passed.
 There being no further resolutions to come before the assembly at this time, the meeting was adjourned at 12:30 p.m.

Respectfully submitted,
 Peter H. Rossi
 Acting Secretary

MINUTES OF THE SECOND BUSINESS MEETING
Thursday, August 30, 1973

The second Business Meeting was called to order at 8:30 a.m., Thursday, August 30, 1973 in the New York Hilton Hotel. President Peter M. Blau presided.

President Blau introduced Reuben Hill, president of the International Sociological Association, who reviewed plans for the Eighth World Congress of Sociology to be held in Toronto in August, 1974. President Hill encouraged ASA members to become informed about the ISA program and invited active participation in the Congress. President Blau added comments about ASA-ISA cooperation and then proceeded to call for resolutions from the floor.

V. *Resolution on Executive Specialist:*
 WHEREAS a convention communique called the "VIP Bulletin" lists names and presents the pictures of the ASA President, President-Elect, Executive Officer, and Administrative Officer but fails to list or picture either the Executive Specialist or the Executive Specialist designate, and

WHEREAS the ASA convention program (Page 2) lists 1973 and 1974 ASA Officers, Council members, and the Executive Officer but fails to list the Executive Specialist and the Executive Specialist designate,

THEREFORE, BE IT RESOLVED that the membership regrets this omission and expects that in the future appropriate recognition will be given the position.

The resolution was passed.
 VI. *Resolution on Academic Freedom:*
 To the Presidium of the Supreme Soviet of the USSR, Moscow, USSR

"The 68th Convention of the ASA is deeply concerned over the reports of ill treatment and threats to the physical safety of Aleksandr I. Solzhenitsyn. Intellectual work requires the freedom of conscience be fully respected. We call on the Soviet government to protect this freedom."

Copies shall be sent to the Academy of Sciences in the USSR, the Soviet Sociological Association and the Institute of Philosophy at the Academy of Sciences in the USSR Section of the Concrete Sociological Investigation, Moscow.

The resolution was passed.
 VII. *Resolution on Annual Meeting Costs:*

I move that a committee be established to look into the ways of reducing the costs of attending ASA meetings so that wide participation of the membership would be possible.

Its activities would include:
 1. The early mailing of comprehensive lists of inexpensive accommodations and restaurants.

2. The provision of a place to sit down without having to pay for coffee or a Danish.

3. The use of college or university dorm facilities.

The resolution was passed.
 VIII. *Resolution from the Gay Sociologists Caucus:*

WHEREAS issues related to gay rights are receiving increasing attention in the public domain, and

WHEREAS a forum has been lacking at ASA meetings for the discussion of emerging issues related to various facets of the lives of gay people in our society;

THEREFORE BE IT RESOLVED that the 1974 Program Committee consider the following topics for sessions, panels, seminars, and contributed papers at the Montreal ASA Annual Meeting and subsequent annual meetings:

The Role of Gay Studies in Academia
 Ethical and Methodological Problems in Research on Homosexuality

Problems of Being Gay in Academia
 Discrimination Against Homosexuals
 Aspects of Gay Culture
 Sources of Homophobia

The resolution was passed.

IX. *Resolution on Program Participation:*

WHEREAS the ASA is primarily a social scientific society rather than a philosophical debating society, and

WHEREAS in scientific societies the principal bases of convention programs are research reports arising out of the current work of their members,

THEREFORE BE IT RESOLVED that the Annual ASA convention sessions, with few exceptions, shall be open to submitted papers,

That all acceptable papers shall be scheduled, and that less than ten percent of all sessions shall be devoted exclusively to invited papers.

After an amendment to delete the reference to ten percent was defeated, the resolution was passed.

X. *Resolution on Membership Rates:*

A resolution was introduced from the floor requesting that the ASA reconsider and reduce the rates charged for membership when publications are not wanted (MPR rate). The resolution was defeated.

There being no further business, the meeting was adjourned at 10:30 a.m.

Respectfully submitted,
 Peter H. Rossi
 Acting Secretary

LETTERS, from p. 5

sexist speech patterns, but N.O.W. we want to be "gooder" than we have been. We should not have imagined, however, that the use of "chairperson" ever "hit" the nail on the head. As Merton seemed to imply, for the sake of effective communication children have to learn the actual rules of their language even if the rules seem inconsistent.

Second, I doubt if the reformers who advocated "chairperson" had made as much headway toward eradicating sexism from our language as they thought they had. Did they not realize the sexist connotations of the second syllable of "person"? Would we not occasionally have had to fall back on saying "chair-daughter" to overcome this, just as we sometimes used to say "chairwoman"?

To be really non-sexist by this method, our new title for presiders would have had to be "chairperchild." If anti-sexist linguistic reform was really to achieve its purpose, it would have had perchildfold costs we had hardly begun to recognize. For example, perchildly session organizers would have found it necessary to edit perchildly of the perchildscripts submitted to them. Instead of feeling liberated, I suspect that some of these organizers, whatever their gender, would have felt perchildacted. The burdens of consistency might have made more and more sociologists perchildic-depressive. Words would have become increasingly difficult to perchildipulate. Papers would have had to be submitted in perchildila envelopes. Researchers without sufficient computer time would have had to sort data perchildually. Faced with all these newly perchildmanufactured difficulties, some might have resorted to perchild-slaughter.

In short, the A.S.A. could have had an unperchildageable bear by the tail. We could have bit off more than our perchilddible could chew. Our professional libraries would have had to be expurgated—until, for example, George C. Ho-perchildren brought forth a revised (and re-titled) edition of *The Huperchild Group*.

Considering just these few sheepifications, the simplifications made possible by "presider" were like perchilda from heaven. For all the perchildrenal anguish averted by the simple expedient of adopting this word, the members of the A.S.A. can be monperchildrentally grateful.

William R. Catton, Jr.
 Washington State Univ.

KUDOS FOR KARATE

Re "Power, Utopias, Love" (August), I wish to state my compliments to the FOOTNOTES staff for daring to print Don Brockway III's unusual views. Since humanism spread its counter-reactive wings over mid-century technology, there has indeed been too little attention paid to the integration of power behaviors into the personal mechanism. Perhaps at last, these inflammatory notions will steer us all back to Reason's middle ground. Since I worked with him at the Mental Karate Institute, I have wondered when Brockway might graduate from his gloomy and secret snarlings to private clients to what seems now a rather begrudging evangelism over individual power. It is my humble opinion that Brockway's radical views on nontherapeutic behavior control and cultural mythology, if properly shared, would inevitably amend the sketchy tracts on social power of Simmel, Durkheim, Machiavelli, and their peers. Ivan Chapman et al. would well heed. Congratulations on sharing these important jottings, and on FOOTNOTES; brisk, exciting format!

Erwin Krohl
 Eugene, Ore.

* * *

COMMITTEES, from p. 1

American Correctional Association: John Irwin

National Council for Accreditation of Teacher Education: Sue Titus Reid

Directors, Social Science Research Council: Cora B. Marrett, Alice S. Rossi, Charles V. Willie

United States National Commission for UNESCO: Harry Alpert

Policy Board, Research on Consumer Behavior: David Caplovitz

Consortium on Peace Research, Education, and Development: Louis Kriesberg

Federal Statistics Users' Conference: Robert Parke

International Sociological Association: George M. Beale, Peter M. Blau

* * *

Nominations Opened and Canadians Internationalized As Members Vote to Revise ASA By-Laws

With about one-third of the 7,440 eligible voters casting their ballots, Members of the ASA voted in a recent referendum to revise the By-Laws in two respects that affect governance and the definition of membership in the Association. Henceforth, as a result of the vote held in October, Members will be able to augment the work of the Committee on Nominations by adding names to the final official ballot through a petitioning process. Details concerning procedures have been sent to all Members in time for the election of officers for 1974. In addition, by passage of Referendum No. 2, the ASA has a new category called "International Member." The change in the By-Laws now makes it possible for Canadian and all other non-U.S. citizens to opt for membership either as International Members or International Associates. Further notification of this change will be made with the material sent out for membership renewal in January.

The tally of the 2,372 ballots returned by the November 5 deadline produced the following results:

Referendum No. 1: Change in Nomination Procedures—
 Approve: 1,591
 Disapprove: 757

Referendum No. 2: Add International Member Category and Extend Rights to Canadian Citizens—
 Approve: 2,166
 Disapprove: 196

Announcing the ASA 1973 Awards

Sorokin Award

The Sorokin Award will be presented in August 1974 to the author of a publication during the two preceding years which, in the opinion of the Selection Committee, makes an outstanding contribution to the progress of sociology. Publications of any kind (theoretical essay or empirical report, book or article) may be nominated as long as they are distinguished by their excellence. This award carries a stipend of \$500.

Stouffer Award

A new award created to honor the late Samuel A. Stouffer, 43rd President of the ASA, will be conferred in 1974 for a work or series of works published during the past five years which, in the opinion of the Selection Committee, has notably advanced the methodology of sociological research. This award carries a stipend of \$500.

Members of the American Sociological Association or other interested persons are invited to submit nominations to the appropriate Selection Committee in care of the Executive Office, 1722 N Street, N.W., Washington, D.C. 20036. Please indicate for which award the recommendation is being made. Nominations for the Sorokin and Stouffer awards, must be received prior to April 1, 1974. Members of the selection committee are announced elsewhere in this issue.

OFFICIAL REPORTS AND PROCEEDINGS

Auditor's Report American Sociological Association June 30, 1973

The Council
American Sociological Association

We have examined the balance sheet of the American Sociological Association (a District of Columbia corporation, not for profit) as of June 30, 1973, and the related statements of revenue and expenditures and association equity for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances. We have previously examined and reported on the financial statements for the preceding year.

In our opinion, the financial statements present fairly the financial position of the American Sociological Association at June 30, 1973, and the results of operations for the year then ended in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Alexander Grant & Company
Washington, D.C.
July 18, 1973

Expenditures	
Publications	287,142
Printing and mailing	42,152
Editorial and clerical	2,024
Back issues	34,959
Other	108,007
Total publications	<u>287,142</u>
Annual meeting	50,199
General and administrative	362,322
Total expenditures	<u>699,663</u>
EXCESS OF REVENUE OVER EXPENDITURES	<u>\$ 74,075</u>

The accompanying notes are an integral part of this statement.

BALANCE SHEET

ASSETS

	Unrestricted	Restricted (note B)
Cash	\$ 15,275	\$ 98,363
Certificates of deposit	217,434	163,814
Accounts receivable		
Publication and subscriptions	\$ 18,244	
Grants (note A2)	2,706	
Accrued interest and other	554	1,663
	<u>21,504</u>	
Less allowance for doubtful receivables	4,000	17,504
Inventories - at nominal cost	5,000	
Prepaid expenses	28,933	
United States Government Securities - at cost, maturing in 1974 (principal amount \$55,000, quoted market value \$53,320)	54,970	
Property, plant and equipment - at cost (note A3)		
Building and improvements	157,812	
Office furniture and equipment	38,311	
	<u>196,123</u>	
Less accumulated depreciation	38,529	
	<u>157,594</u>	
Land	39,000	
	<u>196,594</u>	
	<u>\$535,710</u>	<u>\$263,840</u>
LIABILITIES		
Liabilities		
Accounts payable		
Trade	\$ 46,518	\$ -
Grants and contracts (note B)	-	2,706
Accrued liabilities	19,541	-
Deferred income (note A4)	283,821	-
Total liabilities	<u>349,880</u>	<u>2,706</u>
Unexpended grants and restricted funds	-	261,134
Association equity	185,830	-
	<u>\$535,710</u>	<u>\$263,840</u>

The accompanying notes are an integral part of this statement.

STATEMENT OF REVENUE AND EXPENDITURES June 30, 1973

	1973
Revenue	
Member dues	\$281,009
Section dues	14,221
Subscriptions	217,659
Advertising	82,326
Sales	
Back issues	10,447
Other	17,401
Annual meeting	17,401
Grants	77,839
Contracts	5,008
Mailing list rentals	-
Royalties	18,336
Interest	11,372
Employment Bulletin	9,384
Reprint permissions	6,149
Contributions	20,016
Miscellaneous	1,643
	<u>928</u>
Total revenue	<u>773,738</u>

STATEMENT OF ASSOCIATION EQUITY

June 30, 1973

	1973
Balance - July 1, 1972	\$111,755
Net increase in association equity for the year ended June 30, 1973	<u>74,075</u>
Balance - June 30, 1973	<u>\$185,830</u>

The accompanying notes are an integral part of this statement.

NOTES TO FINANCIAL STATEMENTS

June 30, 1973

NOTE A - SUMMARY OF ACCOUNTING POLICIES

A summary of the Association's significant accounting policies consistently applied in the preparation of the accompanying financial statements follows:

1. Statement of changes in financial position

As the Association is a non-profit organization, it is not subject to the provisions of the American Institute of Certified Public Accountants Accounting Principles Board Opinion No. 19 requiring a statement of changes in financial position.

2. Allowable costs

Certain grants and cost reimbursable contracts provide for the allowance of costs by budget categories as set forth in the grants or contracts. The expenditures made by the Association under the terms of these grants and contracts are subject to audit. To date, the Association has not been notified of any unallowable costs relating to grants or contracts in force. In the opinion of the Association, all expenditures are properly allowable costs and it is not necessary to establish a provision for unallowable costs.

3. Property, plant and equipment

Depreciation is provided for in amounts sufficient to relate the cost of depreciable assets to operations over their estimated useful lives, principally on a straight-line basis without regard to salvage values.

4. Deferred income

Deferred income represents amounts received for the following:

- (a) Member dues which are applicable to periods subsequent to June 30, 1973.
- (b) Subscriptions to periodicals which are to be issued subsequent to June 30, 1973.
- (c) Annual meetings to be held in the future.

NOTE B - RESTRICTED ASSETS

These funds are held by the American Sociological Association, as custodian, to be used for specific purposes and are therefore restricted. At June 30, 1973, the following amounts remained in unexpended Grants or Restricted Funds:

	Restricted fund	Cash and investments	Less amounts due (to) from American Sociological Association	Unexpended grant balance
National Science Foundation		\$44,048	\$ -	\$44,048
National Institute of Mental Health		5,694	128	5,822
Piirim Sorokin Award		10,986	(500)	10,486
Asia Foundation		116	-	116
Rose Monograph		173,330	(2,334)	170,996
Carnegie Corporation		28,457	-	28,457
American Council of Learned Societies		25	-	25
Medical Sociology Section		1,184	-	1,184
Total restricted funds		<u>\$263,840</u>	<u>\$(2,706)</u>	<u>\$261,134</u>

NOTE C - ACCRUED VACATION PAY

During the fiscal year ended June 30, 1972, the Association changed its accounting method to reflect vacation pay as an expense when earned by employees. Previously, earned vacation pay was charged to expense in the year the vacation was taken. The cumulative effect of this change in accounting method has been reflected in the accompanying statement of revenue and expenditures in conformity with American Institute of Certified Public Accountant's Principles Board Opinion No. 20.

EMPLOYMENT BULLETIN

FORMAT: Please list in the following order.

For vacancy listings:

1. Title or rank of position
2. Description of work to be done and/or courses to be taught
3. Abilities, training, experience and any other qualifications desired in applicant
4. Geographic region
5. Approximate salary range
6. Address to which applicants can write
7. Starting date

For applicant listings:

1. Type of position desired
2. At least two areas of competence
3. Highest degree
4. Awards
5. Experience
6. Publications
7. Location desired
8. Other personal information (optional)
9. Date available

DEADLINES FOR SUBMISSIONS:

Deadline for submission of listings is the 1st of the month prior to publication. The Employment Bulletin is published monthly except June, July, and September.

EQUAL EMPLOYMENT OPPORTUNITY:

The American Sociological Association endorses equal employment opportunity practices.

and we reserve the right to edit all copy and to refuse ads that are not in consonance with these principles.

FEES:

PAYMENT MUST ACCOMPANY LISTINGS
Vacancy listing \$15.00
Applicant listing \$ 3.00

CONDITIONS:

Applicants and employers are responsible for the accuracy and completeness of their listings. The ASA reserves the right to edit or exclude all items. Please type the listing (double spaced) and send it with a check for the appropriate amount to: Employment Bulletin, The American Sociological Association, 1722 N Street, N.W., Washington, D.C. 20036.

RESPONSES:

Replies to listings with box numbers should be individually addressed, stamped, and sent to the appropriate box number in care of the American Sociological Association, 1722 N Street, N.W., Washington, D.C. 20036. These replies will be forwarded, unopened, to the individuals, institutions, or organizations which have placed the listings. Responses must be received in the Executive Office within two months of the date of publication.

VACANCIES

TEACHING

State University of New York at Binghamton (Sociology Department). Three positions including full to assistant professor available starting September, 1974. Priority for replacement for Department Chairperson Candidate. PhD required—ranks variable. Other positions would necessitate interest and skills in comparative development and urban industrial. Macro emphasis particularly desired. Applications from women and minorities are encouraged. Contact: Professor James A. Geschwender, Chairman, Department of Sociology, State University of New York, Binghamton, New York 13901—OR—Professor Arthur Liebman, Recruiting Chairman, Department of Sociology, SUNY/Binghamton, Binghamton, New York 13901.

Lakehead University. Two positions, assistant professor or above, to teach undergraduate and graduate courses in race and ethnic relations, social change and development, may consider other areas of specialty; PhD required with teaching and research experience, publications; school located in Northwestern Ontario, 190 miles north of Duluth, Minnesota; salary range: assistant, \$12,765; associate, \$15,935; full, \$21,030; direct inquiries to: Mr. Donald E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario. Starting date: July 1, 1974 (or earlier).

Virginia Commonwealth University. Two positions in sociology, assistant professor to professor; specialty areas open; graduate and undergraduate teaching; salaries competitive; minorities and women are encouraged to apply; write: Chairperson of Recruitment Committee, Department of Sociology and Anthropology, Virginia Commonwealth University, Richmond, Virginia 23220, September, 1974.

Lawrence University. Two assistant professors for new program at small, liberal arts college. Desired areas include research methodology, stratification, formal organizations/organizational behavior, urban sociology. No demographers needed. Strong interest in undergraduate teaching and PhD (by September) required. Salaries are competitive. Women and minorities are encouraged to apply. Write: Parker G. Marden, Department of Sociology, Lawrence University, Appleton, Wisconsin 54911, September, 1974.

University of Colorado, Denver. One position, rank open, theory specialist. PhD required. January or September, 1974. Salary competitive. Write: M. Jay Crowe, Division of Social Sciences, University of Colorado, 1100 14th Street, Denver, Colorado 80202. Anticipated second position, rank open, fall, 1974, urban oriented specialties required.

Columbus College. Two positions. Position one: Assistant Professor with PhD to teach in areas of interest, to develop courses in Social Work and to teach introductory sociology courses. Salary to \$13,000. Second position: Instructor; teaching preferences: some background in cultural anthropology, either family or deviance, and introductory sociology, MA minimum requirement. Will consider persons for either position whose credentials may overlap needs in the other position. Summer school teaching is normally available. Columbus College, a growing senior-level unit of the University of Georgia system with a developing graduate program, is located in the state's second-largest city within easy access of Atlanta. Excellent fringe and retirement benefits. Write: Dr. Richard J. Amundson, Chairman, Division of Social Sciences, Columbus College, Columbus, Georgia 31907.

Michigan State University. Two beginning level assistant professor positions in the following areas: economy and society, urban and community development and social organization with an emphasis on political-urban economy. Salary is \$11,500 for 10 month appointment. Positions have equal emphasis on teaching (graduate and undergraduate) and research. Applicants must have PhD before September 1, 1974, the position starting date. Send resume to: Jay W. Artis, Chairman, Department of Sociology, Michigan State University, East Lansing, Michigan 48824.

State University of New York, Buffalo. Junior/Senior position; PhD with interest in sociology of religion, race relations, small groups, demography, family, sociology of law, medical sociology; others considered. Salary competitive with excellent fringe benefits; send

vite and letters of recommendation to: Chairman, Personnel Committee, Department of Sociology, State University of New York at Buffalo, 4224 Ridge Lea Road, Amherst, New York 14226.

Eastern Michigan University. Opening for two positions at assistant professor level, social psychology, social disorganization, or other general areas of applicant strength; PhD or PhD by fall of 1974; salary competitive. Write: Dr. Edward Green, Head of Department of Sociology, Eastern Michigan University, Ypsilanti, Michigan 48197.

Mount Holyoke College. Instructor or assistant professor with strong interest in deviance; rank and salary dependent on degrees and experience. PhD completed or thesis well underway. Please send vita and credentials to: Bulkeley Smith, Jr., Chairman, Mount Holyoke College, South Hadley, Massachusetts 01075.

University of Iowa. Fall, 1974 opening for full professor with active research interest and a strong publication record. Would also consider productive associate professor to advance to professor rank. Areas of specialization are open. Liberal fringe benefits and salary competitive with major midwest universities. Direct inquiries to: Frank Kohout, Chairman, Personnel Committee, Department of Sociology, University of Iowa, Iowa City, Iowa 52242.

City College, CUNY. Medical sociologist with historical and social organizational interests in the field. Rank and salary open. Contact: Chairman, Department of Sociology, City College, CUNY, New York, New York 10031. Affirmative Action Employer.

City College, CUNY. Interested in teaching in Women's Studies? Contact: Chairman, Department of Sociology, City College, CUNY, New York, New York 10031. Rank and salary open. Affirmative Action Employer.

University of San Diego. Assistant professor, PhD, one opening. Beginning September 1974, \$10,000 for nine months. Teach undergraduate courses in liberal arts college. Major areas of teaching: theory, methodology, and deviance. Contact: Chairman, Department of Behavioral Sciences, Box 5-287, University of San Diego, San Diego, California 92110. Affirmative Action Employer.

Teachers College, Columbia University. Assistant or Associate Professor to teach and direct research in the sociology of education, courses in urban sociology and social research methodology; interest in comparative studies of education and society is welcomed; PhD required in either sociology or sociology of education; write: Professor George Z. F. Bereday, Teachers College, Columbia University, New York, New York 10027, September, 1974.

University of Missouri, St. Louis. Assistant Professor; to teach research methods and statistics, especially to undergraduates; preferred substantive interests include family, social psychology, or stratification. Salary competitive; write: George J. McCall, Chairman, Department of Sociology, University of Missouri, St. Louis, Missouri 63121, Fall, 1974.

University of Minnesota. There is a vacancy at the University of Minnesota in the Department of Sociology for a quantitative methodologist beginning in September, 1974. The academic rank is open although we especially encourage applicants at the assistant and associate professor ranks. The candidate should have a special area of interest in substantive sociology as well as in methodology. Qualified applicants should write to: Professor Theodore R. Anderson, New Personnel Committee, Department of Sociology, University of Minnesota, Minneapolis, Minnesota 55455.

University of Minnesota. There is a possible vacancy in the Department of Sociology at the assistant professor level beginning in September, 1974. The applicant should have a specialization in theory, or theory construction, as well as social psychology. Qualified applicants should write to: Professor Theodore R. Anderson, Chairman, New Personnel Committee, Department of Sociology, University of Minnesota, Minneapolis, Minnesota 55455.

University of Minnesota. The Department of Sociology is looking for candidates for one year visiting appointments (to replace persons on sabbatical leave) in one or more of the following areas: social organization, demography, criminology-penology, methods, and gerontology. Qualified applicants should write to: Professor Theodore R. Anderson, Chairman, New

Personnel Committee, Department of Sociology, University of Minnesota, Minneapolis, Minnesota 55455.

University of Missouri, Rolla. Department of Social Sciences invites applications for an appointment in Sociology or Social/Cultural Anthropology at the Assistant to Associate Professor level. Candidates must have the PhD. Preference will be given to candidates with preparation in social ecology or industrial sociology, but the most important consideration will be outstanding academic credentials. Appointment to begin August, 1974. Affirmative Action Employer. Send vita, names of references, and reprints to: Erwin Epstein, Chairman, Social Sciences, University of Missouri, Rolla, Missouri 65401.

Marywood College. Rural sociologist. A new faculty position in a new program in a School of Social Work is available. Classroom teaching; curriculum development; planning execution of workshops; work with other faculty and students as part of a team to help develop an emphasis in the curriculum which will increase our graduate's competence for work in Rural Communities. PhD or near PhD, preferred. Classroom commitments would begin January, 1974. Rank and salary negotiable depending on experience. Send vita to: Dr. Fergus T. Monahan, Dean, Marywood School of Social Work, 2300 Adams Avenue, Scranton, Pennsylvania.

University of Hawaii, Hilo. Two positions for academic year 1974-75. Rank, salary, and specialization open. PhD with teaching experience. Established scholars on leave or sabbatical considered. Write, enclosing vita, to: Chairman, Department of Sociology, University of Hawaii, Hilo, Hawaii 96720.

Vanderbilt University. Applications are invited for a senior faculty position (full or associate level); all fields of specialization considered, but breadth desired; minorities and women are encouraged to apply; September, 1974. Write: Mayer N. Zald, Chairman, Department of Sociology and Anthropology, Box 1811, Station B, Vanderbilt University, Nashville, Tennessee 37235.

Stockton State College. Rank open—Instructor/Professor of sociology with major interest in teaching deviance and medical sociology. ABD/PhD. Rank and salary will be commensurate with experience. Methods, macro-sociology and social change are useful secondary fields. Stockton is a new state college located on 1500 acres of wooded land ten miles inland from Atlantic City, New Jersey. Salary—\$11,600—\$18,000. Starting date: September 1, 1974. Write to: Anthony Marino, Sociology Program Coordinator, Stockton State College, Pomona, New Jersey 08240.

University of California, Berkeley. The Afro-American Studies Program is conducting a search for a sociologist for the Fall of 1974. We have an opening for a person whose work focuses on Afro-American social institutions. Advanced training in comparative and/or quantitative methods also is desirable. Candidates should be at the PhD level and demonstrate outstanding research ability. Teaching experience is an important factor also. We are prepared to make the appointment at the assistant, associate, or full professor level. We are eager to complete our search as early as possible. Inquiries should be addressed to: Professor William Banks, Coordinator, Afro-American Studies, University of California, Berkeley, California 94720.

University of Wisconsin, Milwaukee. Two or more positions: 1) Associate or full professor with experience in a doctoral program. Urban sociology and complex organizations preferred specialties. Salary to \$30,000 for 9 months. 2) Anticipated availability of an eAssistant Professor position. Need to staff criminology-delinquency and mass social problems courses but other specialties welcome. Salary approximately \$13,000 for 9 months. An Affirmative Action Employer. Women and minorities are encouraged to apply. Contact: Donald L. Noel, Department of Sociology, University of Wisconsin, Milwaukee, Wisconsin 53201, Fall, 1974.

Rutgers College. Two assistant professor openings (PhD by September, 1974 required). One position is for someone primarily interested in research methods and statistics. The other is for a person whose major interest is in the sociology of law, deviance and criminology. Salary range is \$11,049. Write: Department Chairman, Rutgers College, Department of Sociology, New Brunswick, New Jersey 08903.

Boston College. Anticipate position for assistant professor. Specialty areas open, but preference for quantitative methods, demography, urban studies. Strong commitment to excellent teaching required; some promise of scholarly productivity. PhD required. Salary around \$11,500, negotiable. Affirmative Action Employer. Write to: Professor Michael Malec, Department of Sociology, Boston College, Chestnut Hill, Massachusetts 02167, September 1, 1974.

Amherst College proposes to appoint an instructor or an assistant professor in Sociology commencing Fall, 1974. An interest in interdisciplinary studies is favored. In Sociology the preferred specialties are: socialization, social structure and personality, social psychology. Applications from women and minorities are encouraged. PhD and some teaching experience preferred. Please write to: Professor Norman Birnbaum, Department of Anthropology-Sociology, Amherst College, Amherst, Massachusetts 01002.

Smith College. Beginning in Fall of 1974. Instructor or Assistant Professor with special competence to teach research methods, sections of staff course in introductory, and two of following: deviance, urban, social policy. Applicant should have or be close to PhD. Salary and benefits competitive. Send 3 copies of vita to: Peter I. Rose, Chairman, Department of Sociology and Anthropology, Smith College, Northampton, Massachusetts 01060.

University of Waterloo. Assistant or Associate Professor in Sociology Department; one or two positions. Also a Visiting Full Professor, PhD; publications; active program of research. No limitations as to field of specialization. Canadian research interest or experience desirable for the Assistant or Associate positions. Teaching undergraduates and graduate courses; work with graduate students. Commensurate with qualifications and experience. 1973-74 salary floors are: Assistant Professor \$12,300; Associate Professor \$15,900;

Full Professor \$20,800. Write: Chairman, Department of Sociology and Anthropology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. July 1, 1974.

University of Illinois at Chicago Circle. Anticipated openings in social psychology and in sociological theory. Level open, but PhD, research experience, and solid publications desired. Chairman, Faculty Recruiting Committee, Department of Sociology, University of Illinois at Chicago Circle, Box 4348, Chicago, Illinois 60680.

Queens College. Assistant professors for September, 1974. Teaching statistics but other areas are open. Candidates with strong scholarly and research potential. Competence in teaching undergraduates required. One of the highest faculty salary schedules in the world. Minorities and women are encouraged to apply. Write: Fred H. Goldner, Chairman, Department of Sociology, Queens College, Flushing, New York 11367.

Yale University. Assistant or associate professor with special competence in one or more of the following areas: Afro-American Studies, Contemporary Japanese Society, Contemporary Chinese Society, social psychology, formal organizations. Applicant should have PhD by September, 1974. Women and minorities are encouraged to apply. Send curriculum vitae and papers or publications to: Chairperson, Department of Sociology, Yale University, New Haven, Connecticut 06520.

University of Washington. An anticipated opening in The Institute for Comparative and Foreign Area Studies, probably at the assistant professor level, for a sociologist or an anthropologist to teach courses on Chinese society, traditional and modern; other undergraduate and graduate courses to be arranged in accordance with appointee's disciplinary qualifications and interests; course load five to six courses per year on a quarter system. Applicants should have the PhD, specialized training on China (including language competence), and field research experience in East Asia. Salary to depend on experience and qualifications. Write: James R. Townsend, Associate Director for China and Inner Asia, The Institute for Comparative and Foreign Area Studies, University of Washington, Seattle, Washington 98195, September, 1974.

University of Illinois, Urbana-Champaign. Assistant, associate, or full professor; three or four positions: specialists in demography and geographic methods, formal organizations, Chinese social organization, and medical sociology; PhD required and strong evidence of teaching and research competence; salaries open and competitive; send vita to: Professor Bernard Karsh, Head, Department of Sociology, University of Illinois, Urbana, Illinois 61801, August, 1974. The University of Illinois is an Affirmative Action-Equal Opportunity Employer; women and minorities are encouraged to apply.

Concordia College. Assistant professor of sociology to teach courses including ethnic minorities, statistis-methods, and introductory sociology. PhD with experience. Salary \$11,500 or more depending on experience. Concordia is a private, church-related, liberal arts college located in the Fargo-Moorhead SMSA and is a member of a three-college consortium. Fringe benefits include TIAA-CREF. Applicants should send vita to: Dr. Laurence Falk, Department of Sociology and Social Work, Concordia College, Moorhead, Minnesota 56560. Applications close February 1, 1974.

San Francisco State University. Assistant Professor of Sociology, for teaching position which could lead to permanent appointment, PhD or very near. Teaching areas open. Salary \$12,000 or more depending on qualifications. State supported university with heavy emphasis on teaching. Women and minorities are encouraged to apply. Send curriculum vitae and samples of publications to: Dr. John W. Kinch, Chairman, Department of Sociology, San Francisco State University, San Francisco, California 94132, Fall, 1974.

California State College, Stanislaus. is looking for a sociologist to teach on the undergraduate level. Special interests preferably in the areas of population, demography, urban, community; however, others will be considered. The Department is participating with other departments in the development of an urban and community studies program. It is anticipated the candidate would have the desire and ability to work with representatives of other disciplines in the development and operation of this program. Rank open, salary competitive. PhD required. Contact: Jack L. Dyer, Chairman, Department of Sociology, California State College, Stanislaus, Turlock, California 95380.

University of Bridgeport. Instructor; PhD or ABD; one opening; teaching 9- to 12-hour load in a 9-member department; salary above average by AAUP ratings; TIAA benefits; teach introductory sociology and an area of mutual agreement; salary competitive; private, independent university in southern Connecticut offering BA, BS, and MA; write: Kenneth J. Polinger, Chairman of Recruitment Committee, Department of Sociology, University of Bridgeport, Bridgeport, Connecticut 06602; fall, 1974.

University of Utah. Four positions are available in a developing department. At least one of the four positions is at the Associate level and the others are at the Assistant level. One position is currently open; the others are to be filled by the Fall of 1974. All applicants should have the PhD degree at the time they assume appointment. Departmental interest is in the recruitment of individuals with strengths in theory and methodology, and any of the following: formal organizations, medical sociology, social psychology. Individuals with interests in other areas, however, will also be given consideration. The salaries for these positions are highly competitive. The fringe benefits are excellent. The University of Utah is a state-supported institution located in the metropolitan setting of Salt Lake City. The climate is mild and there is a wide-range of recreational facilities easily accessible. The Department is located in a new building which will soon have a Computer Center. Research facilities in the department are rapidly being developed. Write and send vita to: Chairperson, Search Committee, Department of Sociology, University of Utah, Salt Lake City, Utah 84112.

Illinois Institute of Technology. Assistant or associate professor with special competence in the following areas: sociology of science, technology and social change. Applicant should have PhD by September,

1974. Send three copies of vita to: Dan Vandepoortale, Chairman, Department of Sociology, Illinois Institute of Technology, Chicago, Illinois 60616.

University of Denver. Assistant professor; social psychologist with a special interest in urban studies; PhD in sociology; graduate and undergraduate teaching and research supervision; Qualified women and minority members are encouraged to apply; beginning salary \$11,000; send resume to: Recruitment Committee Chairman: Wilbert E. Moore, Department of Sociology, University of Denver, Denver, Colorado 80210.

American University. One or two positions for full-time teaching beginning in the academic year 1974-75. Rank will depend on qualifications. PhD required for all positions; no ABD's will be considered. Special consideration will be given persons with proficiency in the following areas: political sociology, methodology with an emphasis on historical methodology, social institutions with an emphasis on work and industry, and Black Studies. Teaching and research qualifications will be emphasized in the evaluation of applications. Send resumes to: Muriel G. Cantor, Chairperson, Department of Sociology, The American University, Washington, D.C. 20016

Alverno College. Full-time faculty position. Development of interdisciplinary offerings within a new approach to curriculum that has student competence as its focus. Responsibilities also include curriculum development within the context of this approach. Background in any combination of the following desired: research, social theory, social psychology. Master's degree is minimum requirement; PhD preferred. Salary and rank negotiable. Write to: Dean Bernard Handrup, Alverno College, Milwaukee, Wisconsin 53215.

Stetson University. Assistant professor with social psychology as major area of competence and ability to teach in any two of the following areas: deviance, minority relations, sociology of religion, social change, or complex organization. Minimal requirements are the PhD and demonstrated or potential teaching excellence. Teaching load of nine hours on modified 4-1-4 plan; summer teaching available. Salary range is open and competitive; completely paid TIAA-CREF program. Address letter of application and vita for Fall, 1974 appointment to: Joel S. Wright, Department of Sociology, Stetson University, Box 1388, DeLand, Florida 32720.

University of Nebraska at Omaha. Beginning January, 1974, Assistant Professor to teach family, ethnic relations; PhD or ABD in addition to teaching experience. Midwest region, salary level \$12,000 maximum depending upon experience; summer school extra; write: Dr. George W. Barger, Chairman, Department of Sociology, University of Nebraska at Omaha, P.O. Box 688, Omaha, Nebraska 68101, 402-554-2626.

George Williams College. Assistant Professor. Urban Sociologist to teach urban sociology, the community, complex organization, social stratification. Opportunity to teach sociological theory and introduction to sociology. PhD required. Previous small college experience advantageous. Salary dependent on qualifications and experience; range: \$9,130-\$12,570 for academic year. Summer school teaching negotiable. Write: Dr. Charles H. Rhee, Director, Division of Social Sciences, George Williams College, 555 31st Street, Downers Grove, Illinois 60515. September, 1974.

George Williams College. Social Psychology-Assistant Professor. Teach social psychology, collective behavior in sociology, small group theory. Opportunity to develop new courses. Strong experimental orientation essential. PhD required. Previous small college experience advantageous. Salary dependent on qualifications and experience; range: \$9,130-\$12,570 for academic year. Summer school teaching negotiable. College located in the western suburb of Chicago. Write: Dr. Charles H. Rhee, Director, Division of Social Sciences, George Williams College, 555 31st Street, Downers Grove, Illinois 60515. September, 1974.

University of South Carolina. Senior Assistant Professor to Associate Professor with special competence in research methodology or statistics. Additional substantive specialization in demography or formal organizations preferred. Previous publications required. Salary competitive (\$15,000-\$18,000 for nine months). Women and minorities are encouraged to apply. Send vita and cover letter to: Chairman, Department of Anthropology and Sociology, University of South Carolina, Columbia, South Carolina 29208. Two to three openings for September, 1974 start.

Texas Christian University. Anticipated opening for an assistant professor to teach on undergraduate and MA levels, beginning in the fall of 1974. Special consideration will be given to applicants with an interest in one or more of the following areas: urban, theory, stratification, and criminology. Applicant should have Affiliation with the Christian church. Minorities and women are encouraged to apply. Salary competitive. Send vita to: Chairman of Search Committee, Department of Sociology, Texas Christian University, Fort Worth, Texas 76129.

Ohio Wesleyan University. Assistant Professor to Full Professor, possible Chairmanship. PhD required. Courses: introductory theory, and some combination of community, family, population, collective behavior. Other possibilities: personality and society, social policy, changing sex roles. Salary dependent upon rank. Contact: Chairman, Department of Sociology/Anthropology, Ohio Wesleyan University, Delaware, Ohio 43015. September, 1974.

University of Michigan. The Department of Sociology anticipates receiving approval to appoint a Professor of Sociology. Applicants should have distinguished research achievements concerning the empirical study of social organization and demography. Extensive experience supervising doctoral candidates is required. Affiliation with the Population Studies Center is possible. Please refer curriculum vitae to: Personnel Committee, Department of Sociology, University of Michigan, Ann Arbor, Michigan 48104. Affirmative Action Employer.

University of Michigan. The Department of Sociology anticipates being able to appoint a Professor of Sociology who specializes in the empirical and theoretical analysis of social organization. Substantial research achievements and extensive training of doctoral stu-

dents are required. Please send curriculum vitae to: Personnel Committee, Department of Sociology, University of Michigan, Ann Arbor, Michigan 48104. Affirmative Action Employer.

University of Michigan. The Department of Sociology anticipates appointing at least one Assistant Professor of Sociology. Applicants should either have their doctorate or receive it prior to September, 1974. Applicants should be qualified to teach a range of large enrollment undergraduate courses including methodological courses and should be prepared to direct the research of graduate students. Please refer curriculum vitae, letters of reference and supporting documents to: Personnel Committee, Department of Sociology, University of Michigan, Ann Arbor, Michigan 48104. Affirmative Action Employer.

Rutgers University, Camden. Assistant or associate professor to teach innovative courses in classical and contemporary theory. One additional specialization; area open. PhD with strong theory background required. Salary competitive. Send vita to: John D. Murray, Chairman of Faculty Recruitment Committee, Department of Sociology, Rutgers University, Camden, New Jersey 08102. September, 1974.

University of Wisconsin. Assistant professor or higher rank. Teaching and research, areas of specialization open. PhD or equivalent required by time of appointment. Applicants should have demonstrated high competence in research and teaching. Academic year salary \$12,000 and up. Write: Warren O. Hagstrom, Chairman, Department of Sociology, University of Wisconsin, Madison, Wisconsin 53706. August, 1974.

V180 Expanding department needs up to 3 assistant or associate professors to teach undergraduate courses in social psychology, criminology, and several other specializations. Preference will be given to candidates with demonstrated teaching ability and professional competence. Serious consideration will also be given to applications for a visiting professorship. Teaching loads, salaries, research support and fringe benefits equal or exceed those of most other midwestern universities. One position will be open in January, 1974 and the others in June or September, 1974.

RESEARCH

University of Wisconsin. Predoctoral Fellow or research assistant. Research areas of specialization open. Bachelors or Masters degree required by time of appointment. Applicants must be accepted as graduate students in the Department of Sociology, University of Wisconsin. Half-time appointments for the academic year have a starting salary of \$4,116. Write: Gene F. Summers, Admissions and Awards Committee, Department of Sociology, University of Wisconsin, Madison, Wisconsin 53706. January or August, 1974.

Institute of Nutrition of Central America and Panama, a World Health Organization affiliate, has a regular staff opening for a sociologist in its new social science unit. New PhD with research experience or more senior person considered. Requires training and experience in survey research. Knowledge of medical sociology and/or demography helpful. Personal qualifications include interest in living in Guatemala City and doing research throughout Central America. Fluency in Spanish or motivation to learn essential. Send vita and two references to: Dr. Moises Behar, Director, INCAP, Apartado 11-88, Guatemala City, Guatemala.

ADMINISTRATION

Texas Tech University. Chairmanship, Department of Sociology; 18 member staff, offering undergraduate and graduate work in sociology and social work in a university with enrollment of 21,500; full professor, PhD, scholarly reputation with teaching and research experience and preferably administrative experience; salary open; interested parties should contact: Prof. Robert L. Rouse, Chairman, Selection Committee, Department of Economics, Texas Tech University, Lubbock, Texas 79409. Position open June or September, 1974.

Clemson University. Head of Sociology Department, Associate or Full Professor. Salary competitive. Nine member department. Application deadline: February 1, 1974. Write: Dr. R. J. Knapf, Chairman of Search Committee, Department of Political Science and Sociology, 102 Tillman Hall, Clemson University, Clemson, South Carolina 29631. July 1, 1974.

University of Michigan. The Survey Research Center (ISR) at the University of Michigan has an opening for a Study Director position in connection with an ongoing program in the social sciences (social psychology). Requirements: PhD, experience in quantitative research methods. Starting salary \$15,500 and up, depending on qualifications and previous experience. Send references and vita to: Dr. Robert L. Kahn, P.O. Box 1248, Ann Arbor, Michigan 48106.

State University of New York, Buffalo. Director of the Survey Research Center at SUNY, Buffalo. Long range planning, supervision of staff of 50 to 60, development of programs. Secure contracts. Must articulate with academic departments. Supervise preparation of scholarly reports, fiscal management. Appointment will be made in academic department, preferably at senior level and preferably in the area of political science, sociology, psychology, social statistics, or marketing. Experience in a survey organization is essential. Send vita/resume to: Dr. Lester Milbrath, Director of Social Sciences Research Institute, SUNYAB, 4230 Ridge Lee Campus, Buffalo, New York 14226.

University of Minnesota. There is a possible vacancy in the Department of Sociology and the Family Study Center. This possibility involves the position as Director of the Family Study Center to be appointed in September, 1974. The position basically requires someone who is at the full professor rank, who is well established in the family sociology field, who has administrative and teaching ability. The Center operates heavily in the area of research and thus some proven ability in research and in obtaining research funding is highly desirable. The line position is in the Department of Sociology. Qualified applicants should write to: Professor Ira L. Reiss, Director, Minnesota Family Study Center, 1014 Social Sciences Building, University of Minnesota, Minneapolis, Minnesota 55455.

University of Colorado, Boulder Campus. Chairperson, with four-year term, starting in June, 1974. Thirty persons on professional staff. Department has long tradition of democracy through all ranks, plus highly supportive intellectual diversity. Salary and rank open. Women and minorities are encouraged to apply. Write: Chairperson, Search Committee, Department of Sociology, University of Colorado, Boulder, Colorado 80302.

National Opinion Research Center. Director of Computer Applications. Social Scientist specializing in computer applications desired for senior administrative and research position as Director of Computer Applications. Experience in programming and program design necessary. Only PhD in Social Sciences or equivalent will be considered. Applicants should send curriculum vitae to: Eve Weinberg, National Opinion Research Center, University of Chicago, 6030 South Ellis Avenue, Chicago, Illinois 60637.

University of Denver. The University of Denver's Graduate School of International Studies is recruiting a director for the Center on International Race Relations. Candidate should be experienced in the comparative analysis of race and ethnicity and be interested in exploring the implications of racial and ethnic tensions for foreign policy and international politics. PhD required in one of the social sciences. Appropriate link to relevant discipline department will be arranged. Rank will be determined by experience. Salary is competitive. Task includes administrative duties running small center and managing grant assisted research and publications program. Applications from foreign scholars welcomed. Contact: Robert C. Good, Dean, Graduate School of International Studies, University of Denver, Denver, Colorado 80210.

APPLICANTS

(The Committee on the Status of Women in Sociology urges all members of the American Sociological Association to omit information on marital and parental status from their curricula vitae and from applicant listings.)

PHD WITH EXPERIENCE

A 930 Full professor/department chairman; criminology and theory; PhD; AKD; 12 years teaching experience and several years of practical experience in the correctional field; journal articles; married, 45, 1 child; location open; September, 1974 or January, 1975.

A 931 Teaching and research or teaching and administration; stratification, theory, family, demography, community, comparative institutional analysis, research methods, others; PhD; scholastic awards; 16 years university teaching and 9 years research and supervision; books, articles, reviews and paper presented; location open; 56, married; January or fall, 1974.

A 932 Teaching and research with an emphasis on teaching such courses as research methods, deviance, criminology, social problems, social stratification, and community; PhD; 4 years full time and 3 years part time teaching experience; 3 years research experience, fellowships, grants; publication, articles in progress, papers read; 32, married, 2 children; location open; fall, 1974.

A 933 Teaching and/or research; theory, social psychology, cultural anthropology; PhD from Big Ten university, MA with honors; AKD; 10 years teaching experience in higher education—including anthropology; substantial experience in teaching and advising at the graduate level; papers, articles, book under contract; location open; 32; summer or fall, 1974.

A 934 Teaching (consider with research and administration); PhD, major private university; 17 years private college and public university teaching, 7 in graduate programs; traditional range plus applied and research oriented courses; visiting lectureships in Europe and Latin America; experience in securing and administering long-term research grants; department chairman; academic program coordinator; monograph; contributions to textbooks, editor; domestic and foreign journal articles; early 50's; young family; fall, 1974.

A 935 Teaching and research; urban, social indicators and social planning, industrial and economic; PhD, major university; teaching assistantships and civic award; 4 years experience undergraduate urban college teaching and coordinating community studies; social indicators study; civic involvement; near metropolitan area; 31; September, 1974.

A 936 Teaching and/or research; introductory, research methods, race, urban, social problems; PhD; 7 years teaching experience, 3 years research; publications, papers; location open; 38, married, one child; January or September, 1974.

A 937 Teaching and research; political, urban, stratification, social movements, comparative; PhD; Fellowships, Fulbright; 9 years graduate and undergraduate teaching, 4 years research experience; book and papers, also book in press and another in preparation; location open; 43, married, 1 child; September, 1974.

A 938 Teaching/teaching and research; social movements, collective behavior, public opinion and propaganda, deviance, problems, stratification, urban; PhD; Phi Kappa Phi; NSF and NDEA Fellowships; 3 years university teaching; 7 years other experience; publications; location open but like large metropolitan area; 36, married, 2 children; summer or fall, 1974 or 1975.

A 940 Teaching and research; social change, sociology of developing nations, race and ethnic relations, sociology of religion and social ethics; PhD; 8 years of teaching at undergraduate level including extensive international experience in Africa and some in East Europe, some teaching at graduate level; contributed to varied publications; location open; fall, 1974.

A 941 Research/teaching. Several years survey research and experimental research experience; 10 years university teaching; social psychology, family, urban, research methods; publications; PBK; available January, 1974.

A 942 Teaching/research/ administration; sociology of education, organizations, introductory, others; PhD from first line university; four years full-time teaching, extensive experience abroad, considerable

administrative and research experience; publications; 31; September, 1974.

A 943 Teaching, will consider administration or research; racial and cultural minorities, methodology, social psychology, group dynamics, socio-linguistics; PhD; post-doctoral work in social psychology; 10 years experience in a liberal arts college, teaching excellence can be verified; visiting lectureship in India; awards and honors; book in progress; interested particularly in interdisciplinary and innovative programs; woman, early 40's; location open; June or September, 1974.

A 944 Teaching and administration, will consider chairmanship; demography, methods, statistics, urbanization, modernization, formal organizations, and anthropology; PhD with two Master's; superb undergraduate and graduate teaching record, above average research publications; book on Modernization in Developing Nations, and book reviews for Contemporary Sociology; national and international awards; 8 years of teaching experience in different countries, 1 year full-time research; minority, 32, married, 1 child; summer or fall, 1974, or even earlier; location open; innovating department appreciating merit.

A 945 Teaching and/or research; deviance, research design and methodology, mental health, poverty and social welfare, delinquency and crime; PhD from top ranked university; one year university teaching and research; employed one year full-time in state mental hospital, other experience; publications; prefer Northwest, West Coast, Midwest and East Coast; 36, married; summer or fall, 1974.

A 946 Teaching, research and/or administration; theory, family, work and leisure, collective behavior, community development; PhD; 7 years teaching and research; 4 years department chairman; 5 years in university extension; research in community development, work and leisure, death and dying, collective behavior, family; numerous articles, publications, research monographs; location open; June or September, 1974.

A 947 Prefer long-term research, usage, training, or consulting commitment. Teaching considered on merits of position. Specialties include but not limited to social psychology, broadly conceived; public policy evaluation, sociolinguistics, field methodology, intergroup relations and conflict, education. PhD. Research (including evaluation) and teaching experience in and out of federal government, similar experience abroad. Seven publications. East, Midwest, South. From June, 1974.

A 948 Undergraduate or graduate teaching. Particularly interested in working with students on projects in field situations and dissertation supervision. Also have special interests in evaluation research and curriculum development. Main competence areas in social psychology, especially applied sub-fields; social problems and issues such as control of man, bilingual education, and medical socialization; and professional concerns such as scientific paradigms, systems approaches, and relevance of cross-cultural (intra- and inter-national) studies to growth of discipline. Unique approach in socializing students to a research tradition through literature critiques and statistical practices on published data analysis with aim of developing student competence in independent research. Demonstrated ability to interest and inspire students of different ethnic groups. PhD. Six years teaching and research indicating ability to interface easily with persons in other disciplines. Membership in ASA, SPSSI, APA, APSA, AAS, ACLU. Seven publications. Will locate in most areas of U.S. Congential position more important than salary. Priority to pre-March, 1974 offer of contract. Availability from summer of 1974.

A 949 Teaching and research with main responsibilities at the graduate level in applied areas of sociology and social psychology. Particularly interested in small-scale field adaptations of survey research and systematic observation. Substantive concerns include cross-cultural social psychology and social problems. PhD. Experienced in policy evaluation in and out of federal government, US and abroad. Seven publications. East and Midwest Rank and salary negotiable, but not interested in short term position. Available June, 1974.

A 950 Teaching with some research; 4 years full-time teaching, taught in liberal arts undergraduate colleges, 2 years experience in research center, have studied computer programming, strong interest in undergraduate education and Master's level but will consider others, also interested in interdisciplinary work focused on socio-ethical questions with emphasis upon quality and innovative teaching; broad range of teaching experience in sociology of religion, urban, theories, introduction, minorities, organizations, social psyche, statistics, research design, stratification, population, specialties: religion, theories, urban; 3 articles, 5 under consideration, 17 book reviews, book under consideration, several manuscripts; 32, married, 2 children; location open, prefer urban setting.

A 951 Teaching or teaching and research; specialties include but are not limited to sociology of tourism, leisure, social change, modernization, mass media; PhD major university; NIMH fellowship, teaching assistantships; internationally funded consulting experience in addition to other research; articles published; 5 years interdisciplinary teaching experience (specialized College of Business program); location open; June, 1974.

A 952 Teaching and research; social stratification, racial and ethnic minorities, family; PhD; 5 years university teaching; publications; location open, but prefer Northeast or mid-Atlantic; September, 1974.

A 953 Teaching and/or research; thought, theory, change, comparative, sociology of sociology, area studies, etc.; PhD; national and international awards; many years teaching experience in different countries; various professional experience; publications; willing to innovate critical, comparative, and internationally oriented courses at all levels; Canada or U.S.; January, June, or September, 1974.

A 954 Teaching, scholarship; theory, social organization, education; PhD; NSF Traineeship, AKD; 3 years teaching; several papers, book in preparation; location open; research on relation between sociology and social work with two papers read at meetings and two others in preparation; 38; June or September, 1974.

A 955 Teaching, will consider limited term appointment; political sociology, social problems, social change, modernization, introductory, interdisciplinary interests; PhD; 6 years teaching at the university level and 3 years full time research; awards, articles, papers, reviews; 37; location open; January, 1974.

A 956 Presently employed professor of sociology, 65 years of age, would like visiting professorship for one or more years either in the U.S. or abroad. Interdisciplinary in background and interests, with extensive publications, languages, field research in Europe, U.S., and Asia, many awards for outstanding teaching, SSRC grants, Fulbright Research Professorship in Europe. Particular interests in comparative cultures and societies, problems of modernization and industrialization in Third World; married; child; summer, 1974.

A 957 Teaching or teaching and research; social psychology, small groups, methods, social organization; PhD; PHS and NDEA fellowships; 3 years of university teaching; articles submitted and in preparation; location open; 31; fall, 1974.

A 958 Teaching and/or research; modern debate in theory, demography, and economics of poverty in Latin America, especially Mexico, evolutionary anthropology; patterns of culture, social institutions, sociology of knowledge, introductory sociology and anthropology; PhD; bilingual, four reading languages; wide range of teaching and research experience; numerous publications; middle sized urban community with stimulating, creative academic setting; 43, married, 3 children; June, 1974 or 1975.

A 959 Teaching and research at assistant professor rank; majority-minority relations, social problems, American society, deviance, religion, ethnographic research, introductory; have also taught criminology, cultural anthropology, Black history, social change; PhD in American Studies; Phi Beta Kappa, NDEA Fellowship, Ford Foundation Dissertation Fellowship in Ethnic Studies, other scholarships and honor societies; three years full-time teaching in sociology at junior and four-year college levels (one year as chairman); strong interest in quality and innovative teaching; interdisciplinary work favored but not required; extensive experience teaching Native American students, as well as involvement with urban and reservation Native American communities (research in progress); articles, papers, book review; location open but prefer East or West Coast; summer or fall, 1974.

A 960 Sociology PhD and lawyer in late 30's seeking to relocate in Arizona, California, Florida, New Mexico or Texas. Ten years of university teaching of sociology, and law and society; associate professor level; many publications; able to teach a range of courses at high competence. Open to both junior and four-year college opportunities. Most concerned with a pleasant teaching environment and natural beauty of the college's location.

A 961 Visiting professorship in teaching and research; deviance, criminology, juvenile delinquency, socio-psychology; PhD and LLB, both degrees from major university in Northeast; research awards, Fulbright Professorship; 25 years teaching and research and 7 years department chairman, now holding visiting professorship at major Canadian university; 2 books, third forthcoming on delinquency, 15 professional articles, numerous papers delivered at professional sociology meetings; location open; have researched and taught in Philippines, Hong Kong, Canada, United States. Presently researching in juvenile court process (Canada and U.S.). Practiced law for 10 years in Boston. Seek one-year appointment that meets department needs and does not impede department promotions.

A 962 Research and/or teaching; marriage and the family, deviant behavior; PhD; 7 years teaching experience; Canada Council fellowships; 14 journal articles, 7 other articles, monograph forthcoming; location open; 30, female; June or September, 1974.

A 963 Teaching or teaching and research; social psychology and deviancy, urban, research methods, theory, political, introductory; PhD from Big Ten university; teaching assistantships and fellowship; 6 years of college and university teaching; excellent teaching record; 6 publications in major social science journals; numerous papers at regional and national meetings; book on urban sociology submitted; location open; 32, married; September, 1974.

NEAR PhD OR MA

A 970 Teaching and/or research; mass communication, collective behavior, race and ethnic relations, methodology; have taught other courses; MA, ABD (PhD expected June, 1974); N.D.E.A. and N.I.M.H. Fellowships; 3 years full-time and 3 years part-time teaching; publications; other articles and monograph submitted; prefer West Coast or Southwest but will consider others; 28, married, one child; September, 1974.

A 971 Teaching and research or research; social psychology, introductory, small groups, research methods, formal organizations; ABD, University of Chicago; PhD expected June, 1974 (cross-departmental in child development); 6 years teaching and 2 years research experience (part-time); papers presented and in preparation; prefer Chicago area, will consider other locations; 30; autumn, 1974.

A 972 Teaching and/or research; formal organization, professions and occupations; ABD, PhD expected June, 1974; work experience in business and 2 years as personnel psychologist; research assistant, teaching assistant, and have taught introductory (2 semesters) and will teach formal organization (spring, 1974); papers in process; location open; 26, married; fall, 1974.

A 973 Teaching and research; demography, methodology/statistics, medical; ABD, PhD expected March or June, 1974; 2 fellowships; 1 year teaching associate at large state university, 2 years research assistant, computer training and experience; 1 publication; location open; fall, 1974.

A 974 Teaching; introductory, religion, bureaucracy, stratification; MA (sociology), MA (business administration). Two years research experience. Location open. Spring, summer, fall, 1974.

A 975 Teaching and/or research and/or administration; collective behavior, criminology/deviance, social psychology, small groups, sociologies of the future, introductory; MA, ABD, PBK, outstanding teacher award; 2 years research, 7 years teaching experience; publications; prefer New England, Middle Atlantic, or North Central locations; 35, married, 2 children; September, 1974.

A 976 Teaching; introductory, social problems, social psychology, race and ethnic relations; MA; 3 semesters part-time experience; location open; 25, single; January, 1974.

A 977 Teaching and/or research; social psychology, social theory, introductory, social psychiatry/deviance, family, social problems, social organization. MA, ABD, AKD; 2 years teaching and research assistant; Midwest, especially Minnesota or Wisconsin. Available for summer sessions or June through September of 1974 only, beginning PhD program in fall, 1974.

A 978 Teaching and/or research; social change, social psychology, industrial law, leisure, theory, political, cultural anthropology, introductory; several publications; double BA Honours; MA, London, ABD soon. Educated in England, 8 years university teaching; 32, married; January, March or June, 1974.

A 979 Teaching; theory, minorities, social psychology, religion, community studies; ABD (PhD expected summer, 1974); Phi Kappa Phi, Outstanding teacher, PhD Honors; 5 years university teaching experience; several publications, presented papers and research grants; location open; 32, married, 1 child; summer/September, 1974.

A 980 Teaching; criminology/CJS, penology, etiology of crime, white collar crime. MCrim (ABD). Dissertation near completion. Two years teaching small, liberal arts college, chaired department, 20 majors. One year experience at major university. Reader, TA, Associate. Former NIMH Fellow. Past LEA Research Grant support. Publication, indeterminate sentencing. Past article-editor. Middle 40's, married, no children. Wife: counselor-criminologist. September, 1974.

A 981 Social policy-oriented research, administration, teaching; complex organizations, adult and juvenile justice systems, poverty, race relations, social policy analysis, planning and evaluation, social services systems; PhD (Social Work and Sociology, University of Michigan) expected August, 1974; NIMH Predoctoral Traineeship, 3 years, Teaching Fellowship, U.S. Justice Department LEAA Dissertation Research Fellowship; survey research training (Detroit Area Study), research associate with National Assessment of Juvenile Corrections, 2 years; location open; fall, 1974.

A 982 Prefer administrative and/or research and/or teaching in area of corrections-probation-criminology-penology, deviant behavior combination; MA plus, some law school, some teaching experience, eight years experience as probation officer; publication; 33, single; location open; available January, 1974.

A 983 Teaching and/or research; medical sociology, social psychology, deviant behavior, occupations and professions, sociological theory, methodology; MA, ABD; Canada Council Doctoral Fellowship; teaching and research experience; Canada or northern U.S.; married; August or September, 1974.

A 984 Teaching and/or counseling and/or research or administration; social gerontology; social problems, collective behavior, social change, minority groups and race relations, industrial sociology, introductory sociology and have also taught other sociology courses. ABD (PhD expected May or July, 1974), MS in sociology; MED in guidance and counseling, NSF one year grant; 5 honor societies. Six years high school teaching in all of the social sciences; 3 1/2 years university teaching at large Midwest state university. Now on teaching/research assistantship. Publication on attitude study; presently working with state-wide attitude study. Presented paper 1973 Midwest Sociological Meeting. Location open, 33, married, 4 children. Available January, June, or August, 1974.

A 985 Teaching position in college or junior college; social psychology, education, social organization; MA plus all course work completed for PhD; "A" average in all graduate work; 2 years experience as teaching associate at large university; US Office of Education Fellow; research experience; will consider any area of country; spring, summer, 1974; male, 27, single.

A 986 Teaching and/or research; education, urban, methodology and statistics, introductory, social problems; ABD, PhD expected summer 1974; NDEA fellowship; 2 years part-time college teaching, 1 year full-time research; location open; 27, married, 1 child; September, 1974.

A 987 Teaching; race, ethnic, and intercultural studies, social problems-urban problems, social change, statistical analysis, methods of social research, urban, community, theory, anthropology, interactional process in everyday life; ABD; 3 years university/college teaching experience; married; East Indian; prefer Boulder, Colorado, greater San Francisco, and Syracuse, New York area; fall, 1974.

A 988 Teaching or teaching and research at assistant professor level; comparative sociology, social change, the family, methods, Chinese society; MA, near PhD, degree expected in December, 1973; teaching and research experience; publications; location open; married; September, 1974.

A 989 Research or administration with federal agency; listed on Federal Register for sociologist, social science analyst/program specialist, guidance counselor, social service representative, correctional treatment specialist, and administrative officer; broad teaching and research experience over the past 10 years; MA with doctorate at ABD stage; CSW, AKD, PDK, Teaching Fellow for 1 year; publications, book reviews, paper read at ASA, session chairman; listed in American Men of Science; 34, married, 2 children; location open; January, 1974 or September, 1974.

A 990 Teaching and/or research and/or administrative; interested in teaching social psychology, deviance, urban, methods, social theory, medical sociology, community health and illness, suicidology, and introductory; ABD (PhD expected winter, 1973-74); 7 years teaching experience community college and university; publications in progress; male; married; location and salary open; available summer or fall, 1974.

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Co-authors: John Gianutsos, Adelphi University, Howard R. Topoff, The American Museum of Natural History, and C.G. Gross, Princeton University

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