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Washington D C

Dec. 1975 • Vol 3, No. 9



Published by the American Sociological Association
1722 N St. N.W., Washington, D. C. 20036 • (202) 833-3410

Footnotes

D-26370 ML 99/99
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Council Changes Fiscal Year; Begins Long Range Planning

(See Minutes of first 1976 Council Meeting elsewhere in this issue.)

Some of the agenda items discussed by Council in its meeting on August 30 and 31 are of significance to members. Shifting the ASA fiscal year from a July 1/June 30 schedule to a calendar year basis represents a step towards policy consistency, following other such action by Council in the recent past. The membership and subscriptions periods have been on a calendar year basis, an administrative arrangement that even at this time, seems to be not yet acknowledged by all. Only a year ago, Council voted that January 1 of each year be the effective date for all ASA committee appointments. This change has been conducive towards greater effectiveness and continuity since responsibilities within the Association can be transferred more smoothly at that time: when not linked to the Annual Meeting, or to the slow academic summer period.

The decision to change the fiscal year to a calendar basis had been under discussion for some time. The fall of 1975, however, was particularly propitious, due to the constitutional changes affecting journal subscriptions. Beginning this fall, journal subscriptions will be based on members' choice probably effecting significant changes in journal distributions. Thus, it would be difficult to prepare a twelve month budget at this time without an estimate with any degree of predictability. The change of the fiscal year has to be approved by the Internal Revenue Service before adoption.

The financial picture of the Association warrants serious examination of all budgetary commitments. Increased costs in all areas of membership services and the production of journals have been accompanied by a serious reduction of income from advertising. The fiscal year 1975 which terminated June 30, 1975, had been budgeted as a deficit year. As the minutes of Council show, the 1975 fiscal year actually ended with an increase of Association equity of \$16,620. This good news could be attributed to a smaller drop of advertising revenue than had been feared, and to stringent economies in ASA administrative expenditures.

The budget presented for the six months period from July 1, 1975 through December 31, 1975 is a transition half year budget to accomplish the change of fiscal

years. It reflects an anticipated deficit of \$29,636; moreover, Council assured that, for this six months period, a pleasant surprise is not in the offing. Most of the income and expenditures during this six month period can be identified with considerable precision. Nevertheless, every attempt will be made to reduce this anticipated deficit. Towards this and the Committee on the Executive Office and Budget and the Executive Office staff explored in August possible areas of additional economies.

While most other agenda items can be readily interpreted from the minutes printed in this issue of FOOTNOTES, the beginnings of long range planning only shows up as a brief notation in the official record. Spurred by the concern of many Council members and translated into a plan by Otto N. Larsen, Council, in its August meeting, for the first time devoted an entire half day to long range concerns of the discipline. As is true of most governing bodies, the press of ongoing business had previously forced Council to devote its entire sessions to policy and procedural business and to be tied to an agenda obligated by Association governance. Larsen, the former ASA Executive Director (through August 31, 1975) translated the desire of Council into a plan for planning. According to Larsen's proposal, which was adopted by Council in its March, 1975 meeting, Council would devote one half day to this planning process in its August, December and March meetings, and would devote most of the June meeting of each year to long-range and planning issues. During these half day sessions, Council would function in three task groups devoted respectively to "Development", "Dissemination", and "Utilization". To quote from Larsen's charge, "What will be the shape of our organization by 1980 when the ASA reaches its 75th Anniversary? What ought we to be doing five years hence that we are not doing today? What are we doing today that should be terminated by then?"

At first the three task groups sought to define their own particular mission and to identify assignments for themselves to be accomplished between Council meetings. Thus, this planning effort will be cumulative. The implications of this move by Council can be far reaching. If successful in its endeavor, the governing body of the American Sociological

New policies have been implemented to improve the efficiency of the publications process, to clarify previous ambiguities, and to implement economies. One of these policies pertaining to multiple submissions, was enacted by Council more than one year ago. Based on this action, the following statement has since appeared inside all ASA Journals: "Submission of a manuscript to a professional journal clearly implies commitment to publish in that journal. The competition for journal space requires a great deal of time and effort on the part of editorial readers whose main compensation for this service is the opportunity to read papers prior to publication and the gratification associated with discharge of professional obligation. For these reasons, the American Sociological Association regards submission of a manuscript to a professional journal while that paper is under review by another journal as unacceptable."

For earlier meetings, Council also concerned itself with the time lag between the submission of a manuscript and a response from the editor. Council voted to establish a policy disapproving delay of more than twelve weeks by journal editors in reporting to contributors on the disposition of their papers. When a decision has not been reached after twelve weeks, the editor will correspond with authors describing the status of the manuscript to provide authors an opportunity to make an informed decision as to whether to continue the review process.

New policies confirmed by Council in its August meeting are responses to deliberations of the Committees on Publications and on the Executive Office and Budget. Some of these are economy measures, others are adjustments of policy to the level of technology. Thus, since the advent of duplicating equipment, many journals have been abandoning the return of manuscripts to authors. This same policy, which will yield significant sav-

* * *

Association might shift from the traditional behavior of such bodies which is largely reactive to events and needs, to a stance which takes initiative in formulating goals and starting actions to meet these objectives. ASA membership will be kept informed through periodic reports in FOOTNOTES, and will be involved as these deliberations proceed.

NEW POLICIES FOR ASA PUBLICATIONS

ings, was implemented for ASA journals. Likewise, according to a new policy, authors will receive one complimentary copy of the issue in which the author's article has been published, and the distribution of free reprints will be terminated. Reprints will still be available for purchase, and appropriate order forms will be sent to authors from the printer.

Another result of technological developments is the new policy whereby all tables and statistical data in all ASA Journals will henceforth be typeset, rather than photographed, as in the past. This shift will improve the appearance of these presentations.

According to another new policy, authors will not receive galley proofs, except at the discretion of the editor when there is a felt need to have authors read proof on quantitative material. Authors will receive, from the editor, a final copy of the corrected manuscript with the assurance that none but copy editing and corrections will be made on the galley.

Editors, the Publications Committee, and Council are concerned

* * *

Program Reminder

The 1976 Program Committee announces that plans for the program are now complete and no additional sessions will be added. Opportunities for inclusion are now limited to Discussion Sessions and Luncheon Roundtables. William Kuvlesky, coordinator for the Discussion Sessions, may be contacted at 804 Hawthorne, College Station, Texas 77840. Carol Brown, who is still accepting suggestions for the Lunches, may be contacted at the Department of Urban Studies, Queens College, Flushing, New York 11367.

The address for Leo Chall, coordinator for the Professional Workshops was incorrectly listed in an earlier edition of FOOTNOTES; it should have been 6002 Beaumont Avenue, La Jolla, California 92037.

The deadline for submission of papers for the 1976 Annual Meeting is January 7. Complete papers and abstracts are required and are acceptable only from members of ASA. Topics and organizers, as well as rules governing participation were published in the August issue of FOOTNOTES. A number of additional session topics appeared in the October issue.

with the increasing pressure on the page allocations of each journal. Increased submissions have created serious pressures, and, at the same time, due to increasing publication costs, the Association is unable to allocate additional pages at this time. Council reaffirmed the responsibility of the Executive Office to control compliance with page allocations. One important opportunity for maximizing the communication of scholarly products to the sociological community rests on the cooperation of authors in keeping their submissions as brief as possible. The length of a submitted article might be a factor in its acceptance, since editors are much more likely to publish several shorter manuscripts than one lengthy one. Authors should also be aware of the range of journals when they consider where to submit their articles. ASA has available "The Author's Guide to Selected Journals" as part of its Professional Information Series. This document may be ordered from the Executive Office for \$3.00 prepaid.

Political Scientists Give ASR High Ratings*

An evaluation of journals used by political scientists yielded a ranking of journals by familiarity and quality. The rating scale for quality ranged from 1 to 10 with the score of 10 representing a rating of "outstanding". Five journals achieved a mean quality score of 7.0 or better. The AMERICAN SOCIOLOGICAL REVIEW came in second after WORLD POLITICS with a score of 7.1. Among the three remaining top five, all of whom scored 7.0, was another sociological journal THE AMERICAN JOURNAL OF SOCIOLOGY.

Among the sixty-three journals rated, SOCIAL FORCES scored 6.1 and SOCIAL SCIENCE QUARTERLY scored 6.0. The range of the mean quality scores extended from 7.3 to 3.8. These results are particularly interesting since the political scientists queried were asked to judge these journals from the vantage point of utility to their own professional work.

*PS, Summer, 1975, pp 254-256

Open Forum

JUSTICE AND AFFIRMATIVE ACTION.

Paul L. Riedesel
University of Tulsa

The stated purpose of legislation protecting equal employment opportunities has been to stop centuries-old institutionalized discrimination. None but the entrenched curmudgeon seriously opposes that intent. Yet this pursuit of social justice has given rise to an ugly perversion within academia; before the reader writes me off as just another racist-sexist-fascist-establishment reactionary, though, allow me to make an observation and discuss its sociological and ethical implications.

However slowly, the absolute numbers of racial-ethnic minorities and females are growing in college faculties.¹ All hiring is subject to review by Affirmative Action authorities which, though not eliminating "old boy" referrals, make them much more difficult to conceal. It is indisputable that significant numbers of institutional administrators and departmental faculty members now categorically consider all minorities before any white males; positions sometimes go unfilled when a minority person cannot be recruited. We must not let ideological barriers blind us to this critical observation. However, the significant question remains, *cui bono?* Who benefits? And who does not? The standing response seems to be that former victims of discrimination are now benefiting, while the former villains are paying for their sins. But, I contend, this is not the case. As Patchen observed three years ago, the benefactors of past discrimination—individual and institutional—are the elder white males in their tenured, higher ranks at better schools.² The victims of past discrimination are the elder minorities and females at lower ranks at lesser schools. Are they affected by the well-intentioned efforts at legal redress? Not to any great extent. The principal benefactors of current Affirmative Action programs are newly-minted Ph.D.s and Ph.D. candidates who are females or from minority groups, whose services are sought very competitively. The losers are new white male Ph.D.s paying for the sins of their academic fathers.

Patchen has already noted the ludicrous nature of efforts to make up for discrimination of Type A individuals against Type B individuals by imposing new discrimination of Type D individuals against Type C individuals. We can, nonetheless, understand why this policy is followed by looking at where the power lies. Faculties everywhere have acquiesced to the convoluted requirements of Affirmative Action out of a little misguided conscience, some coercion, and a lot of recognition that they are not going to bear many of the costs. Most often, I think, departments have been informed with some degree of threat that they

need to hire minority persons by university administrators who, in turn, are under duress brought by unelected officials of HEW. I doubt that many faculty, outside the admittedly scarce females and minorities, really welcomed the regulation of hiring by external agencies. Discriminatory institutions die hard. But most have learned to live with the new guidelines and have internalized or developed *post hoc* moral justifications or situated moral meanings for their practices—the justification of collective redress.

This brings me to a sociological point: how ironic it is that this liberal, activist endeavor should result in a drastic reification, most often attributed to conservative social theory! It is argued that Women and Minorities are entitled to compensation and a correction of discrimination—they have been the objects of past abuse, so now it is time they received retribution. What is happening here is that a nominal aggregate is being elevated to a real, moral entity. We have reified Women and Minorities, and ascribed to them independent rights, over and above those inhering to the individual.

I argue a methodological premise which I believe most activist sociologists assume, that individuals alone are morally or existentially real. *Groups do not have rights, only individuals do.*³ This precept is of fundamental importance in assessing the functioning of Affirmative Action as it is actually practiced. Justice would demand that the victims and villains of discrimination alone should be party to its rectification, and that means largely past generations of academicians. Whatever gains the white male graduate student today has made at the expense of minority-female peers are small by comparison. There is no justice in the conspicuous preference shown in the screening and hiring of new faculty today; it is defended in reified terms but does not conform to any moral principle which recognizes the dignity and worth of each person.

Moral invective will not stay the hand of the HEW bureaucrat nor turn the head of the most ardent proponents of current Affirmative Action practices. I hope only to prick the consciences of those concerned with human rights and to perhaps stir up courage to resist sheepish conformity to unfair dictates from above. To take this perspective does not mean abandoning efforts to achieve equity, rather it implies relocating the focus of concern to those individuals whose careers have already been stunted and deflected by discriminatory practices in higher education. But that would mean truly bucking the power structure, and, however craven, it is far easier to manipulate the young and the powerless.

¹ Helen M. Hughes, *The Status of Women in Sociology 1968-1972*; American Sociological Association, 1973. Maurice Jackson, "Affirmative Action—Affirmative Results?" *Footnotes* (December,

1973), pp. 3-4. Joan Harris, "Women and Minorities in Sociology," *Footnotes* (January, 1975), pp. 4-5. Barbara Lorch, "Reverse Discrimination in Hiring in Sociology Departments," *The American Sociologist* (August, 1973), pp. 116-120.

² "Reverse discrimination in hiring," letter by Martin Patchen, *The American Sociologist* (May, 1972), pp. 17-18. My own thoughts were developed quite independently and were drafted before I came across Patchen's remarks. The present piece can be seen as an extension of his original observations.

³ The conservative and even totalitarian implications of reifying collectivities with independent moral status are the subject of Karl Popper's *The Open Society and Its Enemies* (Harper, 1963).

AFFIRMATIVE ACTION AND PRINCIPLED ETHICS

Stephen K. Sanderson
Indiana University of Pennsylvania

For a number of years now, I have been deeply disturbed by what I consider to be the highly discriminatory and morally reprehensible faculty recruitment practices engendered though Affirmative Action policy. Since Professor Riedesel has been kind enough to allow me to read his letter in advance, this has restimulated my thinking on the subject and prompted me to supplement his extremely cogent points. While others have expressed their dismay with Affirmative Action policy and the subsequent practices which have resulted from it, I think Professor Riedesel's analysis of the situation is perhaps the most meaningful and persuasive yet to appear. His approach is through a brief exposition of the ethical considerations which ought (and ought not) to guide us in faculty recruitment. My purpose here is to amplify his comments by chiding sociologists to learn and apply some current moral philosophy to an issue which is ultimately of great ethical concern.

Affirmative Action policy, and especially the actual hiring practices it has stimulated, appears guided by two major "ethical concerns": (1) egalitarian dogma, and, perhaps more significantly (2) the "principle of redress." The first such ethical concern argues, for everyone's equal liberty in securing employment as I think it should, but for the equal representation of persons in various social categories (racial, ethnic, sexual, etc.) on college and university faculties. In this perversion of the concept of equality, hiring practices have been oriented toward a quota system of proportional representation—a situation drastically removed from the idea of equality as a moral principle. The ethical concern, the so-called "principle of redress," asks us to atone for past injustices by "setting things right again," i.e., by rectifying them in the present and future. I think Professor Riedesel's analysis of what we have actually done un-

der this so-called principle of redress ought to point to, not only its severe limitations, but to the further injustices which can be and have been created by the indiscriminate and misguided application of it as a major principle.

Through a misunderstanding of the concept of equality and through the elevation of the principal of redress to the status of a major moral principle, we have not only failed to adequately rectify past injustices, but we have created what is a virtual moral nightmare—outright discrimination against new, white male Ph.D.s and a practice of racial, ethnic, and sexual quotas.

I think that most sociologists are decent people with a strong sense of social justice, and I think that many have been well-intentioned in attempting to deal with the ethical aspects of faculty recruitment. Despite the fact that most sociologists are highly sensitive to issues of social justice, however, most know very little about moral philosophy. In our haste to make sure that justice prevails, but in our all too incomplete understanding of what actually constitutes justice, we have rushed headlong into an ethical Pandora's box that has created far more injustices than it was intended to resolve. Perhaps a greater understanding of moral philosophy will provide a way out of this situation and help us to set our course toward actually implementing some principles of social and individual justice.

I would suggest that sociologists read and take seriously the following works, although these constitute only a bare minimum for a "mini-course" in ethics: (1) Lawrence Kohlberg, "From is to ought: How to commit the naturalist fallacy and get away with it in the study of moral development," in T. Mischel, *Cognitive Development and Epistemology* (New York: Academic Press, 1971); (2) John Rawls, *A Theory of Justice* (Cambridge: Harvard University Press, 1971). What we can learn from these works is something about higher moral principles as guidelines to choice in resolving cumbersome moral dilemmas. Rawls' book (which is now receiving some attention by sociologists) is particularly important inasmuch as it attempts to develop a theory of social justice directly relevant to the nature of social organization and social institutions. While Kohlberg is primarily a psychologist and Rawls a moral philosopher, both articulate sophisticated moral philosophies based on a conception of universal ethical principles originally stemming from Kant. In both cases the substance of these principles is essentially the same. The highest principle for Kohlberg is that of justice or respect for personality. In using it to make moral decisions, we are to recognize the supreme moral priority of the individual and his or her rights and liberties. Right moral action means that each of us has an unwavering duty to protect those rights and liberties. Rawls articu-

lates his theory of justice in terms of two hierarchically ordered principles: (1) the principle of maximum equal liberty for each person that is compatible with a similar liberty for others; (2) the principle that social and economic inequalities are permitted only insofar as they are both (a) expected to be to everyone's advantage, and (b) attached to positions and offices open to all. In the ordering of the principles, the first takes priority, i.e., it must be satisfied before the second can be considered.

I do not believe that Affirmative Action and the practices resulting from it meet any of these principles. Such practices certainly violate Kohlberg's principle of respect for individual worth and dignity since such hiring practices treat persons, not as individuals, but simply as members of nominal social collectivities; the qualities being sought in candidates are membership in some social category, not individual ability or worth. Both of Rawls' principles are clearly violated. Practices resulting from Affirmative Action policy clearly deny the like equal liberty of all candidates to compete fairly, since purely ascriptive criteria over which none of us has any control are being used. Even the second principle, subordinate in the theory to the first, is violated, since the inequalities established by such hiring practices are hardly to everyone's advantage. Rather, they are to the clear advantage of new Ph.D.'s who happen to be women or minority-group members, and they are to the very obvious disadvantage of new Ph.D.'s who just happen to be white males.

If we take seriously these moral principles as guidelines for our decisions about hiring new faculty, we can see the glaring injustices that have been created by resorting to, instead, a simplistic and misdirected interpretation of the principle of redress and an equally misunderstood application of the concept of equality. In the moral philosophies of Kohlberg and Rawls, equality can mean two things, either equal liberty or social and economic equality of opportunity. Such a concept of equality never refers to an arbitrarily and unjustly imposed equality of numbers or proportional representation, i.e., of arbitrary and meaningless quotas. By perverting the concept of equality, we have in fact created gross inequalities and injustices.

But there still remains the principle of redress. Does it have a place in our hiring practices? The answer is "yes." I think, but a highly qualified "yes." As Rawls indicates, the principle of redress can never serve as a sole criterion of justice; it is plausible "only as a prima facie principle, one that is to be weighed in the balance with others" (1971:101). In other words, once we have satisfied Rawls' two main principles, the principle of redress can become meaningful and can be justly employed in making moral decisions. Such an idea, for example, might direct us to compensate racial and

See Open Forum, p. 3.

Obituaries

ELY CHINOY
1921-1975

"In our present temper we are sometimes prone to dismiss the claims of reason and science, to emphasize their destructive consequences, and to insist upon the primacy of feeling and emotion. To ignore or reject the contribution that the reasoned pursuit of truth can make, however, particularly in the understanding of human affairs, is not only to deny one of the basic and finest achievements of our culture, but also to run the risk of turning the world over to ignorance, stupidity, and unrestrained and uncontrolled passions. Ultimately, it is the common commitment to the systematic pursuit of truth, based upon reliable evidence and logical analysis that may represent the crucial contribution that sociology—and other social sciences—can make to the achievement of a humane society and a rich and rewarding culture."

This statement was made by Ely Chinoy at the conclusion of the Katharine Asher Engels Lecture which he delivered the fall of 1970 at Smith College. In a few words it summed up the philosophy and the perspective of this distinguished sociologist whose life ended suddenly in an automobile accident on April 21, 1975.

Ely Chinoy was born in Newark, New Jersey on September 5, 1921, the son of Sam and Bella Chinoy. He graduated summa cum laude from the University of Newark and went on to Columbia where he received the Ph.D. in 1953. He taught in several schools including Newark College of Engineering, New York University, and

the University of Toronto, before coming to Smith in 1951. In 1963-64 he served as Visiting Professor at the University of Leicester in England. In the summer of 1972 he was a Fulbright Lecturer at various universities in the Philippines.

For almost a quarter of a century Ely was an invaluable member of the Smith College community. He served as chairperson of the Department of Sociology and Anthropology from 1960-1966 and later provided wise counsel for those of us who followed in that position. In 1969 he was named Mary Huggins Gamble Professor of Sociology and Anthropology.

Along with his deep involvement in the affairs of his Department and College, Ely was always an active member of the sociological community. He ably served on a wide variety of committees of The American Sociological Association, most recently the Committee on Publications, of which he was Chairperson.

Ely embodied all we academics proclaim in trying to define excellence. He was a committed teacher and a productive scholar. His students in the United States, in England and in the Philippines, were stimulated by his enthusiasm, challenged by his intellect, and warmed by his humanity. Through two widely used textbooks, *Society and Sociological Perspective*, his sociology was appreciated by thousands of others who never had the pleasure of sitting in his classroom.

He published many articles and reviews and two other volumes, *Automobile Workers and the American Dream*, a land-mark study in industrial sociology, and *The Urban Future*, a series of controversies about city life and growth. At the time of his death

he was completing a manuscript on *The Assembly Line*, a comparative study of the problems of factory work. With the help of his wife, Helen, and his colleagues, the book will be published by Pantheon as planned.

Ely is survived by his wife, who is Professor of Theater at Smith College, his son, Michael, a journalist now working in Asia, his daughter, Claire, a sophomore at Harvard, his mother, two brothers, a sister, and thousands of friends.

Sociology and higher education have lost a greatly respected colleague. Smith has lost a most important member of its community. And we who knew him best have lost a beloved companion.

Peter I. Rose
Myron Glazer
Charles H. Page

Migration & Mobility

Raymond Illsey from U. of Aberdeen to Boston U.; Gary Marx, from MIT to Boston U.; Peter Marris, from Ctr. for Environmental Studies, London to Boston U., vstg. prof.; Richard Quinney, from CUNY to Boston U., vstg. prof.; Brenda Danet from Hebrew U. to Boston U., vstg. assoc. prof.; Hanna Papanek from U. of Chicago to Boston U., vstg. prof.; David May, from U. of Aberdeen to Boston U., vstg. assoc. prof.; Karen Fields, from Brandies U. to Boston U., asst. prof.; Joseph Helfgot, SUNY, Stony Brook to Boston U., asst. prof.; Jeffrey Coulter, from U. of Manchester to Boston U., asst. prof.; Anita Pomerantz, from U. of California, Berkeley to Boston U., vstg. asst. prof.

The American Sociological Association Minority Fellowship Program will again finance twenty students for the academic year 1975-76. Each award consists of stipend, tuition, allowance for books and supplies and dependency allowance. Deadline for application is January 9, 1976. For further information and application forms, contact: ASA Minority Fellowship Program, American Sociological Association, 1722 N Street, N.W., Washington, D.C. 20036.

AWARDS & GRANTS

American Friends of the Middle East announce two \$25,000 awards which have been created to enable two American scholars to conduct research in Iran during the year 1976. Applicants must be 1) American citizens, 2) PhD degree holders, 3) able to use the results of the research made in Iran in a scholarly work to be published by June, 1977. Deadline for the receipt of applications and proposals is December 31. Winners of the awards, including two alternates, will be announced on January 31, 1976. Requests for application forms should be addressed to: Rodney J. Ballard, Program Specialist, American Friends of the Middle East, 1717 Massachusetts Ave, NW, Suite 100, Washington, DC 20036.

National Science Foundation Faculty Fellowships in Science Applied to Societal Problems. In order to help 2 and 4 year college and university science teachers increase their competence in areas concerned with our Nation's societal problems, and their possible solutions, NSF will award approximately 80 Faculty Fellowships in Science. These awards will be offered primarily to those proposing

activities which promise to broaden the perspectives of college science teachers and thereby to improve their effectiveness in teaching and research directed toward the understanding and amelioration of societal problems.

Applications must clearly state the specific gains to be anticipated if a fellowship is received and the contributions which the applicant hopes to make toward the objectives of this program. The fellowships, therefore, are not designed to provide support for research projects as such.

Application materials may be obtained from the Faculty Fellowships in Science Program, Nation Science Foundation, Washington, DC 20550. The deadline for filing applications is February 6, 1976.

Meeting Calendar

February 18-24, 1976. American Association for the Advancement of Science 142nd Annual Meeting, Sheraton-Boston Hotel, Boston, Massachusetts. Contact AAAS Meetings Office, 1776 Massachusetts Avenue, NW, Washington DC 20036.

•Open Forum Continued

ethnic minorities for their unequal starting positions in order that they might be able to compete on equal footing in the larger society, i.e., it helps to even out the odds. In this sense, the principle of redress can even be used to help secure the realization of the two principles themselves, i.e., it can be an important mechanism for bringing about social justice. But implemented as it has been in recent years through the hiring practices generated by Affirmative Action policy, the principle of redress is only a slightly more sophisticated version of the relatively primitive moral concept of vengeance or retribution, and I don't think there are any sociologists among us who would seriously even remotely consider that as an acceptable guideline for moral action.

I realize, of course, that the issues involved in Affirmative Action are not just ethical ones. There are the obvious sociological realities of power and bureaucracy to contend with in our hiring practices. However, I hope that sociologists will take seriously my plea for a careful consideration of principled ethics as elaborated by Kohlberg and Rawls as a means of reflecting upon and reconsidering the ethical premises of Affirmative Action and subsequent practices. As sociologists concerned with individual and social justice, I do not think we can afford to do otherwise.

AFFIRMATIVE ACTION CONTINUED

Richard D. Alba
Herbert H. Lehman College
CUNY

The protagonists in the debate over Affirmative Action appear to speak past each other. Each side inveighs against the other, charging it with a willingness to foster discrimination. Neither side directly confronts the hidden assumptions of the other.

I share with many others a belief that Affirmative Action is likely to produce new discriminations or exacerbate old ones. Underlying the usual rationales used to support Affirmative Action is an assumption that all white males are roughly equal in their privileged position when compared to females and non-whites. This assumption is absurd. It entirely overlooks the great inequality in the entry to professional occupations, produced by social class and ethnic origins, even among white males.

Reasons for the continued importance of class and ethnic origins are not hard to find. Children from the working class and some white ethnic groups are, like minority children, brought up in cultural surroundings quite different from the upper-middle-class culture standardly required for entry into the professions. They go to schools where often, for cultural and ethnic reasons, they are unappreciated and underestimated by their teachers. Their families have little expectation

that they will attend college and even less of the money needed to send them to an elite college that could prepare them for a professional career. Should they make it as far as a professional labor market, like the academic one, they find that the best opportunities are controlled by an "old boy" network whose members are ethnically and culturally different from themselves. Sponsorship by a powerful "old boy" is as difficult for them as it is for women and minorities.

I think that inherent in Affirmative Action is a calculus of inequality based on stereotypes. To forcefully show the consequences of Affirmative Action in its present formulation, let me be very concrete by introducing myself as an example, even at the risk of having my argument dismissed as self-interested. (Obviously, I am.) All of my grandparents were immigrants; my mother's family from rural Ireland and my father's from Sicily. In my family an account of the historic privileges of white males is easily given: my maternal grandfather worked as a stock boy into old age; my paternal grandfather died in jail at the age of 37, unable to defend himself at his trial because he spoke no English (that he was a Dago in the days of Sacco and Vanzetti did not help); my father was killed at the age of 30 while serving in the U.S. Army. Most relatives in my extended family have blue-collar occupations: fireman and policeman are popular among the men. I am the only one

who went to an elite college (courtesy of the Veteran's Administration) and has a professional degree (a Ph.D.).

Yet, in competing on the academic market, I am judged by the criteria of Affirmative Action to be fat with privilege, the beneficiary of racial and sexual discrimination. At least some of the women I compete against are from upper-middle-class families, with parents who are professionals, if not academics. Their birthright is what working-class people must struggle for: a cultural appearance appropriate for a professional environment; access to excellent educational credentials; and the like. Nonetheless, Affirmative Action gives such women, I believe, a more favorable position in the labor market. I must ask: Does it reduce inequality in American society when a woman from an upper-middle-class family is given preference over a man from a working-class family?

It is unfortunate that quotas and goals have become the focus of the debate over Affirmative Action. The semantics of quotas and goals obscure the more fundamental questions: Does Affirmative Action produce discrimination—are some penalized for belonging to particular racial and sexual categories? And, if it does, what are the consequences of that discrimination?

If Affirmative Action leads to a labor market where women and non-whites are preferred to equally qualified white men, then the answer to the first question is

yes. There are undoubtedly some who would rejoice at that answer, believing the discrimination to be benign. However, it is pernicious insofar as it reduces further the already small chance of working-class white men to move into the professions. In the climate produced by Affirmative Action, class and ethnic advantages among white men are greatly magnified by the ferocity of the competition for jobs. Under the guise of equality, Affirmative Action ends or limits, unfairly and inequitably, the possibility of social mobility for many.

Women and minorities have been discriminated against; their demand for equality is just. But inequality of opportunity hardly ends with racial and sexual inequality. Much of American society has been built by the shoulders and back of immigrants and their children, who were, at the same time, hated and feared. ("You don't call . . . an Italian a white man?" asked a Congressman incredulously of a railroad construction boss during a hearing. "No, Sir. An Italian is a Dago," came the reply.) My parents and grandparents were discriminated against because they were wops and micks. Am I now to be discriminated against because stereotypes of inequality insist that I and others like me are the privileged heirs to centuries of racial and sexual discrimination?

¹Quoted in John Higham, *Strangers in the Land* (New York, 1970), p. 66.

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

DEADLINES FOR SUBMISSIONS:

Deadline for submission of listings is the 1st of the month prior to publication (i.e., January 1 for the February issue, February 1 for the March issue, etc.). 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	\$20.00
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, 1723 N Street, N.W., Washington, D.C. 20036.

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

California State University, Fullerton. Department of Sociology has an Assistant Professor position for the spring semester (February, 1976) or the fall of 1976. We are seeking a person highly skilled in the use of computers and qualified to teach courses in computer usage, undergraduate and graduate research methods and statistics, as well as other courses. The person hired for the position will serve as a half-time consultant to students and faculty, and teach two courses each semester in the subjects specified above. A PhD is required. Ability to teach, familiarity with a wide range of existing computer programs, and the ability to develop specialized programs to meet the needs of faculty research are prerequisites for the position. We are committed to Affirmative Action and Equal Opportunity; minorities and women are encouraged to apply. While salary offered will depend on experience, the salary range for the position is \$12,732-\$15,480. Letters of application should include an academic vita, copy of graduate school transcript, and three letters of reference attesting to applicant's ability to meet both requirements of the position. Send applications to: P. N. Lackey, Chair, Recruitment Committee, Department of Sociology, California State University, Fullerton, CA 92634.

California State University, Fullerton. The Sociology Department has a vacancy at the Assistant Professor level for the fall, 1976. Salary range is \$12,732-\$15,480, and will depend on qualifications. A PhD is required. We are seeking someone to teach in the following areas: undergraduate and graduate theory, family, and social stratification. Letters of application should include: academic vita, copy of graduate school transcript(s), and three letters of reference. Please send applications to: P. N. Lackey, Chair, Recruitment Committee, Department of Sociology, 800 North State College Boulevard, Fullerton, CA 92634. Equal Opportunity/Affirmative Action Employer; minorities and women are encouraged to apply.

Cameron University. Vacancy at the rank of Assistant Professor beginning January 1976. Teaching areas: principles of sociology, methods, contemporary social theory and either rural or political sociology at the undergraduate level. PhD and teaching experience preferred. Salary range: \$12,000-\$13,500 (9 months) depending upon qualifications and experience. Optional summer employment available. This is a tenure track position. Send vita to: David H. Miller, Department of Social Science, Cameron University, Lawton, OK 73501.

University of Cincinnati. Full or Associate Professor with substantial research experience and publications to begin September, 1976. The Department of Sociology offers Master's and PhD degrees and salaries are competitive. All areas of specialization considered. Write: Recruitment Committee, or Dr. Robert Carroll, Head, Department of Sociology, University of Cincinnati, Cincinnati, OH 45221.

Cleveland State University. The Albert A. Levin Chair in Urban Studies and Public Service is a newly endowed Chair designed to serve the mutual interests of the University and the Greater Cleveland community. The Chair will bring to the University and the community on a rotating basis a series of outstanding scholars and experts in urban-related research, and provide the Cleveland community with leadership and counsel. The Chairholder will act as a catalyst within the University and community in working toward the joint development of long-range strategies of approach to urban concerns. The Chairholder should be an individual with a national reputation and proven scholarship in one or more fields of study relating to contemporary problems of urban America. The Chairholder should also have a proven record of success in relating to community groups, utilizing urban sources, and promoting public service interests. This is a one-year initial appointment as the Albert A. Levin Professor of Urban Studies and Public Service, with the opportunity for renewal for a maximum of two additional years. Starting date: negotiable; prefer January 1976. Contact: Dr. Diana Bodendorf, Chair, Search Committee for the Albert A. Levin Chair, Department of Economics, Cleveland State University, Cleveland, OH 44115. Equal Opportunity Employer-Female/Male Handicapped.

Colgate University. Olive B. O'Connor Chair in American Institutions. Visiting Professorship in 1976-1977 for a sociologist or anthropologist whose primary field is urban studies. Additional fields desired include political systems, social movements, race and ethnic relations, stratification, education, and research methods. Substantial achievements as a teacher and scholar are required. Qualified candidates at the Associate Professor level are encouraged to apply and a shared husband-wife appointment is possible. Salary open. Equal Employment Opportunity (M) (F) Employer. Send vita and names of three referees to: Professor Arnold A. Sic, Department of Social Science, Colgate University, Hamilton, NY 13346.

Concordia University. Faculty of Commerce & Administration anticipates one or more openings for Fall, 1976. Rank open-candidates should have teaching and research credentials in two or more of the following areas: organizational behavior, administration, business policy, business and society, complex organization, and possibly institutional management. A doctoral degree in hand is mandatory. Corporate experience and some fluency in French are desired. Teaching loads, emoluments, and research resources at Concordia are highly competitive, with ample opportunities for consultation and community service. Please contact: Professor Ronald L. Crawford, Department of Management, Concordia University, 1455 de Maisonneuve W., Montreal, Quebec.

Cornell College. Opening for Assistant Professor of Sociology beginning Fall, 1976, in liberal arts college. Teaching: introductory, deviance, criminology and juvenile delinquency, urban sociology, and/or other. PhD in hand or practically completed. Some teaching experience desirable. Midwest. Salary competitive. Equal Opportunity/Affirmative Action Employer. Send vita and references to: Dr. C. A. Vaughan, Chair, Department of Sociology, Cornell College, Mount Vernon, IA 52314.

Cornell University. Two-three positions in Sociology. Tentatively, one in demography, others open, except social psychology. A strong on-going research program is required. Prefer PhD's with 1-2 years of experience, others must have degree before joining the staff. Candidates are responsible for sending vitae, obtaining references. Equal Opportunity Employer. Contact: Chairperson, Department of Sociology, 323 Uris Hall, Cornell University, Ithaca, NY 14850.

University of Delaware. 1) Full Professor. Fall 1976. The Department of Sociology is seeking candidates with demonstrated scholarship in any of four areas: deviance, methods, theory, or urban sociology. Teaching expectations normally are four courses per year consisting of graduate and undergraduate instruction. Send vita or inquiry to: Kenneth W. Eckhardt, Search Committee, Department of Sociology, University of Delaware, Newark, Delaware 19711.

2) Assistant or Associate Professor. Fall 1976. The Department of Sociology is seeking candidates for one or more of the following areas: Sociology of Deviance, which should include teaching interests in juvenile delinquency; Urban Sociology, which should include teaching interests in urban communities and social ecology; Social Policy, which should include teaching interests in the sociology of welfare institutions. Teaching expectations normally are four courses per year. PhD required. Send vita or inquiry to: Kenneth W. Eckhardt, Search Committee, Department of Sociology, University of Delaware, Newark, Delaware 19711. The University of Delaware is an equal opportunity and affirmative action employer.

University of Delaware. Possible position, rank open, fall 1976. Contracted to newly designed Freshman Honors Program PhD. Evidence of undergraduate teaching excellence, and qualifications for honors program required. Typical semester teaching load is 6 hours; one honors course each semester in introductory sociology; the other honors courses will have interdisciplinary or multidisciplinary emphasis. Appointees will have advisement responsibilities. Contracts to the Honors Program will be for a maximum of four years; there is no guarantee that persons leaving the Honors Program will be offered posts in the Sociology Department. Mature scholars, as well as qualified recent PhD's are invited to apply. Salary competitive. Equal Opportunity/Affirmative Action Employer. Professor Donald W. Harvard, Director, Freshman Honors Program, University of Delaware, Newark, DE 19711.

East Texas State University at Texarkana. The University, an upper-level and graduate institution, is seeking one faculty member to teach criminology courses and courses within the general sociology curriculum. Additional areas of specialization should include one or more of the following: race relations, complex organizations, medical sociology, aging, and research methods. The position, which begins June 1 or September 1, 1976, emphasizes quality teaching within an interdisciplinary program. PhD required. Rank and salary dependent upon experience and qualifications. Candidates should send their vita, three letters of reference, and any other supporting materials to: Raymond A. Eve, Box 5518, East Texas State University at Texarkana, Texarkana, TX 75501.

Emory University. Assistant Professor of Sociology position in social psychology with responsibility for small groups experiments, group processes, social movements, and other specialties, both graduate and undergraduate. Teaching load is two five-quarter hour courses per quarter. Salary competitive. Minorities and women are encouraged to apply. Send vita and references to: Dr. David L. Smith, Chair, Search Committee, Department of Sociology and An-

thropology, Emory University, Atlanta, GA 30322.

University of Florida. Applications are invited for the following five positions for September, 1976: (all at the Assistant Professor level): 1) medical and social gerontology expertise with interest in large-scale funded research; 2) quantitative methodology with broad computer analysis experience and macro-theoretical background; 3) social intervention systems; applicant must be willing to develop and coordinate undergraduate program; 4) Latin American demographer with quantitative emphasis; 5) Latin American institutions. All five positions require candidates who are also effective graduate and undergraduate teachers in addition to research capabilities. All positions require the PhD in hand before September, 1976. Affirmative Action Employer. Send vita and samples of publications to: Dr. Anthony J. La Greca, Department of Sociology, University of Florida, Gainesville, FL 32601.

Georgia State University. One or more positions at the Assistant Professor level will be available, PhD in Sociology required. Areas of interest are urban sociology, social psychology, research methods, deviance and criminology. Direct inquiries to: Eugen Schoenfeld, Chair, Department of Sociology, Georgia State University, Atlanta, GA 30302. Equal Opportunity/Affirmative Action Employer.

Hobart and William Smith Colleges, coordinate undergraduate liberal arts institutions, are looking for a sociologist or social anthropologist at the Associate or Full Professor level to assume the rotating chair of the Department of Anthropology and Sociology. Salary competitive. Candidates should have demonstrated excellence in teaching and solid scholarly accomplishments. Sociological applicants will be given preference if they have broad theoretical and/or cross-cultural interests. A second position in sociology will be vacant at the Assistant Professor level should the above position be assumed by an anthropologist. Candidates should have completed their degree and should show promise for excellence in both teaching and scholarship. Preference will be given to candidates with interests in one of the following areas: personality and social structure, American society, collective behavior/social movements, or Third World Studies. For both positions send inquiries to: Search Committee, Department of Anthropology and Sociology, Hobart and William Smith Colleges, Geneva, NY 14456. Equal Opportunity Employer.

University of Houston will have an opening for an Assistant Professor beginning in the Fall of 1976. Specialties in research methods and statistics with strong credentials in the use of the computer; focus in urban research methodology. Salary is negotiable based on qualifications. Affirmative Action Employer. Write: Dr. Sol Tannenbaum, Chair, Recruitment Committee, University of Houston, Houston, TX 77004.

University of Illinois, Chicago Circle. Anticipated for Fall 1977. Senior Professor for interdisciplinary Department of Criminal Justice. Candidates must have PhD with record of research, teaching, and supervision of thesis work of candidates for PhD degree. Areas of concentration to include criminology, deviance, delinquency, complex organizations. Department presently awards BA and MA degrees in criminal justice, and is laying foundations for prospective PhD program. Salary competitive. Affirmative Action/Equal Opportunity Employer. Send vita and names of references to: Faculty Recruitment Committee, Department of Criminal Justice, University of Illinois at Chicago Circle, Box 4348, Chicago, IL 60680.

University of Illinois, Urbana/Champaign. Applications invited for a permanent joint position (rank open) in Sociology and Afro-American Studies. Position not yet funded but has very high priority. Duties include teaching at both graduate and undergraduate level and scholarly research. Preference given to applicants with additional teaching and research interests in demography, criminology, deviance, urban studies, African social organization, social service delivery systems, or allied policy-oriented field. Salary open. PhD required. Affirmative Action/Equal Opportunity Employer. Send two vita and description of interests to: Professor Bernard Karsh, Head, Department of Sociology, University of Illinois, Urbana, IL 61801. Starting date: August, 1976.

University of Illinois, Urbana/Champaign. Applications invited for permanent position of Assistant Professor. Applicants should have PhD and have principal area in formal theory and theory construction. Duties include teaching at both graduate and undergraduate level and scholarly research. Additional interests in a policy-oriented empirical field such as sociology of science, criminology, medical sociology, or population are helpful. Affirmative Action/Equal Opportunity Employer. Salary range open. Send vita and description of interests to:

VACANCIES

TEACHING

University of Arizona. Possible openings for two Instructors or Assistant Professors; teaching areas open; some research support; write: Department of Sociology, University of Arizona, Tucson, AZ 85721. Equal Opportunity/Affirmative Action Employer.

Arizona State University. The Department of Sociology is seeking applicants for faculty positions at the Assistant Professor level with specializations in human ecology, demography, and social change with an urban emphasis. The appointment will be on an academic year basis. Applicants should have PhD or ABD. Send vita, references and statements of current or projected research interests by January 31, 1976, to: Chairperson, Department of Sociology, Arizona State University, Tempe, AZ 85281. Affirmative Action/Equal Opportunity Employer.

Arkansas State University. Assistant Professor in Criminology. Four course teaching load per semester, either two sections of social problems or introduction to sociology and two upper-level courses in the field of criminology. Doctorate in Criminology and teaching experience preferred. Will consider ABD candidate with experience. Located in northeast Arkansas, ASU is sixty-five miles west of Memphis and has an enrollment of 7,000 students. ASU offers the BA degree in Criminology and hopes to offer the MA degree in the near future. Academic rank and salary are commensurate with qualifications. Candidate is requested to forward vita, transcripts, and three original letters of recommendation addressed to: Dr. Carolyn J. Zinn, Chair, Division of Political Science, Geography, and Sociology, Box NN, Arkansas State University, State University, AR 72467. Date available: Spring semester 1976.

Birmingham-Southern College. Position available at Assistant Professor level beginning September 1976. PhD in Sociology interested in teaching a variety of undergraduate courses. Competency in theory, deviance, and criminology preferred. Three courses each semester with one additional course during January interim. Salary open. Contact: Barbara Lester, PhD, Chair, Search Committee, Birmingham-Southern College, Birmingham, AL 35204.

Bowdoin College. Assistant Professor to participate in the continuing development of excellent undergraduate program, with emphasis on teaching through research activities involving students. Competence in quantitative procedures desirable. Teach introductory, advanced courses to be arranged. Equal Opportunity/Affirmative Action Employer; minorities and women are encouraged to apply. PhD required. Salary competitive. Starting date Fall, 1976. Write (do not telephone) by January 20, 1976. Matilda White Riley, Department of Sociology & Anthropology, Bowdoin College, Brunswick, ME 04011.

Bradley University. Department of Sociology. Instructor to Associate Professor; teaching competence in ethnic relations, social problems, urban sociology. Other areas open. PhD or ABD (completion by August, 1976). Small, independent-private university in a metropolitan area. Driving distance to Chicago and St. Louis. Seven person department, offering majors in Sociology and interdisciplinary programs in Criminal Justice and Social Services. Salary competitive and commensurate with qualifications and experience. August, 1976. Send letter of application, vita, and references to: Dr. Leonard Salamini, Search Committee, Department of Sociology, Bradley University, Peoria, IL 61623. Minorities and women are encouraged to apply.

Bucknell University. Opening for an Assistant Professor in Department of Sociology beginning September, 1976. Fields of specialization open. PhD or near PhD. Salary competitive. Equal Opportunity Employer. Please send curriculum vitae to: Professor John Kendrick, Chair, Department of Sociology, Bucknell University, Lewisburg, PA 17837.

University of California, Irvine. The School of Social Sciences, an interdisciplinary unit of the Irvine campus of the University of California has a position for an Assistant Professor in the general area of social organization of human behavior. Candidate's research interests should have a theoretical orientation rather than be strongly applied or policy related. Candidates should also have strong research training in either sociology or social anthropology. The School is seeking a scientist who will pursue an active program of research and graduate training and who will teach undergraduate sociology courses. Applications from all qualified candidates are welcome; minorities and women are encouraged to apply. Send curriculum vitae and the names of at least three references to: Dean Christian Werner, School of Social Sciences, University of California, Irvine, CA 92717 before February 1, 1976.

University of California, Los Angeles. A sociology of education faculty position is available at the Assistant Professor level in UCLA's Graduate School of Education. A joint appointment with the sociology department is possible. Candidates must have received their doctorate by June 30, 1976. The person appointed will join three other faculty members in staffing the School of Education's sociology and anthropology of education specialization. Preference will be given to candidates whose graduate training has been in the sociology of education and who have focused their interest upon the sociology of learning. Teaching assignments will include courses in the sociology of education and research methods, together with service courses for professionals. Salary range \$14,000 to \$16,700. Equal Opportunity/Affirmative Action Employer, and minorities and women are encouraged to apply. Submit vita and placement papers by February 1 to: C. Wayne Gordon, Associate Dean, Graduate School of Education, University of California, 405 Hilgard Avenue, Los Angeles, CA 90024.

Professor Bernard Karsh, Head, Department of Sociology, University of Illinois, Urbana, IL 61801. Starting date August, 1976.
Indiana University-Purdue University at Indianapolis. Assistant Professor of Sociology beginning August, 1976. Specialty in marriage and family roles and strong background in quantitative methods. Strong interest in applied sociology and opportunity to conduct research with professional schools. PhD required. Evidence of commitment to quality teaching at all levels and research productivity necessary. Send inquiries to: Brian Vargas, Chair, Department of Sociology, Indiana University-Purdue University at Indianapolis, 925 West Michigan Street, Indianapolis, IN 46202. Affirmative Action/Equal Opportunity Employer.

University of Kansas invites applications for one or more positions with rank and area open, beginning Fall, 1976. Applicants for the positions must have PhD in hand and should be highly qualified with demonstrated competence in research, scholarship and teaching. Salaries are competitive and negotiable. Equal Opportunity/Affirmative Action Employer. Qualified men and women of all races are encouraged to apply. Send curriculum vita or inquiries to: Professor Robert Antonio, Department of Sociology, University of Kansas, Lawrence, KS 66045.

University of Kentucky. College of Social Professions, seeks a person with PhD, a commitment to research, and some record of scholarship and publication to teach organizational theory and social administration. Minorities and women are encouraged to apply. Rank and salary are open. Send vita to: Stuart A. Kirk, Chair, Personnel Committee, College of Social Professions, University of Kentucky, Lexington, KY 40506.

University of Maryland. Two positions in the Sociology Department, from the Senior Assistant Professor through the Full Professor level, for 1976-77. Specialties needed: demography, methods or statistics, and deviance (not including criminology and juvenile delinquency), but other specialties will be considered. A strong professional record of funded research and publications will be required. Minorities and women are encouraged to apply. Affirmative Action/Equal Opportunity Employer. Applicants should write and send vita to: Kenneth C. W. Kammerer, Department of Sociology, University of Maryland, College Park, MD 20742.

University of Maryland University College. We are looking for lecturers in Sociology for overseas divisions (Atlantic, Europe, and Far East). Only people who love to teach and are good at it should apply. PhD's (or two MA's) with relevant teaching experience in fairly wide range undergraduate courses. Strong preference to those who can teach a few courses in a second discipline (requires graduate preparation in second discipline to master's level). Lecturers move several times each year within divisional boundaries. Please note: family housing is very expensive and dependent schooling difficult under these circumstances. All overseas staff are titled lecturers; however salaries are competitive according to normal academic ranking stateside. Write, enclosing resume, to: Dean, University of Maryland University College, University Boulevard at Adelphi Road, College Park, MD 20742.

Marywood College is seeking a candidate with a wide diversity of interest and academic preparation in sociology to teach in an interdisciplinary social science department. Specific area of interest should include: research and theory in socialization, urban studies, criminology, medical sociology, ethnic studies and anthropology. PhD required. Rank and salary open. Private college in northeastern Pennsylvania. Write: St. Patricia Ann Matthews, Chair, Department of Social Sciences, Marywood College, Scranton, PA 18509. Position available September, 1976.

Massey University. Lectureships in Sociology. Applications from suitably qualified persons are invited for two new positions in the Department of Sociology. The Department offers courses for BA, BEd, BA (Hons) and MA degrees. One of the positions will be reserved for a person with qualifications and experience in rural sociology and/or modernization. The successful applicant will be expected to develop appropriate courses within the area of rural sociology and to foster research into the characteristics and problems of rural society in New Zealand and Polynesia. Applicants with appropriate qualifications in any area of sociology will be considered for the other position though preference may be given to those with expertise in urban sociology or deviant behavior. Salary Lecturer-NZ \$7861-NZ\$9912. Further details of the position and the University may be obtained from the Secretary General, Association of Commonwealth Universities, 30 Gordon Square, London WC1H 0PF, or from the Registrar, Massey University, Palmerston North, New Zealand, with whom applications close on January 30, 1976.

University of Michigan. The Sociology Department anticipates having at least one opening at the Assistant Professor level starting Fall, 1976. We need course offerings at the undergraduate and graduate level in the areas of deviance and social control, complex organizations and bureaucracy, and social and sociological theory. We sense that our intellectual milieu would be made more interesting by the addition of colleagues with research interests in culture and belief systems, the areas of Eastern Europe and the Soviet Union, or the interface of social psychology. But above all, we seek stimulating colleagues with research promise, and area of interest is criterion that can be ignored. Affirmative Action Employer. Please send vitae and examples of written work, and have three references to: Paul M. Siegel, Personnel Committee, Department of Sociology, 3001 L. S.&A. Building, University of Michigan, Ann Arbor, MI 48104.

University of Missouri, Columbia will have an opening for an Assistant Professor with primary research and teaching interest in sociology of the family beginning August 1976. PhD required. The position includes major responsibility for teaching an undergraduate survey course in sociology of the family. Affirmative Action/Equal Opportunity Employer. Send vita to: James McCortney, Recruitment Committee, Department of Sociology, University of Missouri, Columbia, MO 65201.

Mount Union College (Ohio) will have an opening for a sociologist beginning in the fall or 1976. Responsibilities will include teaching courses in social problems, minority groups and criminology in addition to a three-course sequence in social work. This staff member will aid in the supervision of a limited Field Experience Program and will share the teaching of introductory sociology with members of staff. Qualifications: PhD with MSW. Experience in social agencies desirable. Minorities and women are encouraged to apply. Affirmative Action/Equal Opportunity Employer. Write to: Dr. William H. Penter, Head, Department of Sociology & Anthropology, Mount Union College, Alliance, OH 44601.

University of New Mexico. One position at the Assistant Professor level for a specialist in Latin American social change and modernization. Applications from Latin Americanists in related social science disciplines will be considered. PhD required. Salary range from \$12,000 to \$14,000 depending on experience and publications. Appointment effective fall semester, 1976. Equal Opportunity/Affirmative Action Employer. Address applications to: Pedro D. David, Chair, Department of Sociology, University of New Mexico, Albuquerque, NM 87131.

New York University. Assistant Professor of Sociology, September, 1976. PhD required. Primary requirement is competence to teach undergraduate and graduate courses on the sociology of sex roles. Also desirable is competence to teach undergraduate and graduate courses on medical sociology and interest in developing a research program in either or both areas. Equal Opportunity/Affirmative Action Employer. Send vita and references to: Chair, Department of Sociology, Room 300, 19 University Place, New York University, New York, NY 10003.

University of North Carolina, Asheville. Instructor or Assistant Professor of Sociology, September or January, 1976. Department seeks applicants primarily concerned with general undergraduate courses (i.e., modern social problems, urban community, social stratification, etc.) in a liberal arts college. Preference is for someone with a recent PhD or the dissertation in its final stages. Salary: \$12,000-\$13,000. Write: Dr. Walter R. Boland, Chair, Department of Sociology, University of North Carolina, Asheville, NC 28804.

University of North Carolina, Chapel Hill. Senior population sociologist with research and teaching competence in human ecology and urban sociology. Also one Assistant Professor; preference given to candidates with PhD by starting date and with strong research and teaching competence in one or more of the following areas: quantitative methodology, demography, medical sociology. Affirmative Action/Equal Opportunity Employer. Send letter of intent and two copies of vita to: Bruce K. Eckland, Recruitment Committee, Department of Sociology, University of North Carolina, Chapel Hill, NC 27514 by January 15, 1976. Starting date September, 1976.

University of North Carolina, Greensboro. Associate or Assistant Professor to teach courses in social work and in sociology. PhD in sociology or social work, and education and experience both in social work and in sociology required. Salary dependent upon rank and experience. Position begins August, 1976. Include vita with letter of application. Write to: Alvin H. Scaff, Head, Department of Sociology, Graham 337A, University of North Carolina, Greensboro, NC 27412. Equal Opportunity Employer.

Northern Kentucky State College. Assistant Professor (PhD required), beginning Janu-

ary, 1976. Salary range \$11,000-\$12,000 (9 months). Full-time continuing appointment in 11 month department. Primary specialty in political sociology with one or specialty in political sociology with one or more of the following as a secondary area: development/modernization (third world emphasis preferable Asia), industrial, methodology, minorities, collective behavior. College is new undergraduate, commuter institution (approximately 6000); 15 minutes from Cincinnati. Equal Opportunity Employer. Send vita to: Dr. Lyle A. Gray, Chair, Department of Anthropology/Sociology/Social Work, Northern Kentucky State College, Highland Heights, KY 41076.

University of Notre Dame announces three tenure-track vacancies in Sociology: one beginning in the Spring of 1976, and two to be filled in advance of the Fall term. In the Spring, preference will be given to candidates with demonstrated competence in advanced research methods and statistics, combined with specialized teaching and research interests in social organization, the family, or medical sociology. In the Fall, preference will be given to candidates whose specialized training and research interests include the family and/or American sociological theory in combination with social organization or medical sociology. Rank remains open. Salary and fringe benefits are competitive. Send resume, curriculum vitae, and letters of reference to: Chairperson, Department of Sociology and Anthropology, University of Notre Dame, Notre Dame, IN 46556. Equal Opportunity Employer and committed to the principles of Affirmative Action.

Pennsylvania State University. Additional position anticipated for Fall 1976. University Park Campus. Teaching specialties open. PhD required. Preference will be given to candidates with successful teaching experience and demonstrated research competence. Assistant or Associate Professor level, salary competitive. Equal Opportunity/Affirmative Action Employer. Write, enclosing, vita, to: Roland J. Pellegrin, Head, Department of Sociology, Pennsylvania State University, University Park, PA 16802.

Purdue University. Assistant Professor of Sociology, beginning Fall 1976. Position in applied sociology and social work. Commitment to the further development of an undergraduate program. PhD required in either sociology or social work with strong background in the other. Evidence of strong potential or record of teaching excellence and research productivity. Send vita and references to: Robert L. Eichhorn, Search Committee, Department of Sociology & Anthropology, Purdue University, West Lafayette, IN 47907. Equal Access/Equal Opportunity University.

Purdue University. Assistant Professor of Sociology beginning fall, 1976. Preference given to candidates with major interests in urban sociology and demography, with competence in statistics, and with strong potential or record of teaching excellence and research productivity. Send vita and reference to: Robert L. Eichhorn, Search Committee, Department of Sociology & Anthropology, Purdue University, West Lafayette, IN 47907. Affirmative Action/Equal Opportunity Employer.

Purdue University. Assistant Professor of Sociology beginning fall, 1976. Applicants with interests in any of several areas, including criminology and social deviance, research methods and statistics, family sociology, applied sociology and evaluation, and social welfare will be considered. Evidence of strong potential or record of teaching excellence and research productivity should be presented. Send vita and references to: Robert L. Eichhorn, Search Committee, Department of Sociology & Anthropology, Purdue University, West Lafayette, IN 47907. Affirmative Action/Equal Opportunity Employer.

Radford College. Assistant or Associate Professor of Sociology for September, 1976. Salary very competitive. PhD or very near. Areas should include one or more of the following (in order of preference): medical sociology, research methods, minorities, and urban sociology. Young department with ten full-time faculty members in a thriving four-year educational state college of nearly 4,800 students located 40 miles southwest of Roanoke, Virginia. Affirmative Action/Equal Opportunity Employer. Applications from minorities and women are encouraged. Send letter of application, vita, transcripts, and letters of reference to: Michael J. Leap, Chair, Department of Sociology, Radford College, Radford, VA 24142.

St. Olaf College. 1) First position (regular): Teach and develop a program in the area of law and society, course responsibilities are deviant behavior, criminology, delinquency, sociology of law, white collar crime, comparative criminal justice systems and related specialties. Strong background in social work or anthropology would be most helpful. 2) Second position (four-year leave replacement): teaching competencies would include the areas of family, sex roles, community, racial minorities, and stratification. The person needs to have

taught a wide variety of undergraduate sociology courses. Focus is on dedicated teaching and advising undergraduates. Teaching load is 6 courses per year in a 7-person department. Salary competitive. Equal Opportunity/Affirmative Action Employer. Send vita, references and teaching evaluation data to: J. Hanlon Steward, Department of Sociology, St. Olaf College, Northfield, MN 55057.

University of San Diego. Assistant Professor of Sociology, PhD. Two openings beginning September, 1976. \$11,000 for nine months. Teach undergraduate courses in a Catholic Liberal Arts College. Major areas to be filled include theory, methodology, statistics, assimilation and ethnic groups, social organization and institutions, social change, small group theory, reasonable combinations will be considered. Teaching experience preferred. Write: Chairperson, Department of Behavioral Sciences, University of San Diego, San Diego, CA 92110. Include curriculum vita. Affirmative Action Employer.

Smith College. Assistant Professor with particular competence in stratification, urban sociology, and one of the following areas: quantitative methods, medical sociology, or complex organizations. PhD and prior full-time teaching experience preferred. Salary is competitive. Write to: Myron Glazer, Chair, Department of Sociology and Anthropology, Smith College, Northampton, MA 01060.

University of Southern California, School of Public Administration, seeks applicants for faculty positions at the Assistant, Associate, and Full Professor levels for the 1976-77 academic year to teach in the Urban Studies Program, an interdisciplinary program including professional and academic education. PhD, or equivalent, in Urban Studies, Public Affairs, Public Administration, Political Science, Sociology, Planning, or allied field. Research experience and publication record highly desirable. Experience in professional and community service activities preferred, essential for higher ranks. Level of hire dependent upon resources available and applicant qualifications. Forward two vitae listing at least three references to: Christine Drilling, Personnel Officer, School of Public Administration, University of Southern California, University Park, Los Angeles, CA 90007. Application deadline: December 31, 1975. Affirmative Action Employer.

Southern Methodist University's Department of Sociology has two full-time Assistant Professor openings for Fall 1976. One opening requires some teaching in Black or Chicano Studies; otherwise all specialties will be considered. Strongly emphasizes a combination of strong undergraduate teaching and productive scholarship. MA's in Sociology and Social Psychology are offered. Applicants are expected to have completed the PhD by September 1976. Salary competitive. Send vita to: Morton King, Department of Sociology, Southern Methodist University, Dallas, TX 75275. Affirmative Action/Equal Opportunity Employer.

University of South Florida. Professor of Sociology and Gerontology. Must have PhD, 10 years teaching experience and equally extensive experience in writing, administering and publishing the results of grants in the areas of industrial sociology, aging, stratification. The position is that of a senior scholar and therefore the incumbent's publication record must be both qualitatively and quantitatively outstanding, and person must be capable of advising junior faculty in all matters pertaining to research. Send curriculum vita to: Dr. Roy C. Francis, Chairperson, Department of Sociology, University of South Florida, Tampa, FL 33620. Affirmative Action/Equal Opportunity Employer.

Southwestern at Memphis. Department of Anthropology and Sociology invites applicants for the position of Assistant Professor of Sociology. Ours is a joint department by choice, and with this addition we will have 3 sociologists and 3 anthropologists on the staff. We are looking for someone who likes the small, liberal arts college atmosphere, who enjoys much out-of-class student interaction, and who can get excited about spreading the word. The person who joins us should be able to teach both introductory sociology and cultural anthropology, as well as a variety of courses such as social problems, minority groups, history and theory, complex organizations, social stratification, and the like. We have a trimester plan, a 7-7.4 hour course load, small classes, a highly motivated and intelligent student body, the HIRAF files, and departmental space in a new building. No teaching experience is necessary, but the PhD is required by September, 1976. For this position, we can offer \$11,000 (9 months), summer grants for faculty research, complete TIAA coverage, (retirement, insurance, disability, and major medical), and no state income tax. Write: Jack Conrad, c/o Department of Anthropology and Sociology, Southwestern at Memphis, 2000 N Parkway, Memphis, TN 38112. Affirmative Action/Equal Opportunity Employer.

State University of New York, Albany. Department of Sociology invites applications

for possible opening for Fall, 1976, pending budgetary approval. Specialization in complex organizations, theory construction, methodology, or social psychology preferred. Rank and salary open. PhD and demonstrated scholarship required. Affirmative Action/Equal Opportunity Employer. All applicants will be fully considered without regard to color, creed, disability, national origin, race, or sex. Send vita to: Ronald A. Farrell, Acting Chair, Department of Sociology, SUNY, Albany, NY 12222.

State University of New York, Binghamton. The Department of Sociology has several vacancies, rank open. Areas of specialization include: macro and/or historical studies of the United States, health care and other social service delivery systems. All persons with PhD in hand and demonstrated scholarship are invited to apply. Affirmative Action Employer. Apply to: James A. Geschwender, Chair, Department of Sociology, SUNY, Binghamton, NY 13901. Applications will not be routinely acknowledged. Starting date: September, 1976.

State University of New York, Plattsburgh. Instructor/Assistant Professor of Sociology. Teach social welfare or social work with emphasis on community organization and social policy. Some field supervision. PhD in Sociology or MSW and 2 years relevant experience required. Candidates with both degrees preferred. Salary negotiable. Position open January, 1976 or September, 1976. Send resume by December 20, 1975 to: Dr. Calvin Velman, Chair, Department of Sociology, Box 3700, Macdonough Hall -115, SUNY, Plattsburgh, NY 12901. Equal Opportunity/Affirmative Action Employer.

University of Texas, San Antonio. Fall 1976 openings in Sociology may be available at the Assistant or Associate Professor level. PhD and demonstrable record of effective teaching and quality research are required. Preference given to applicants specializing in medical sociology, human development and aging, criminology, organizations and sociology of work. We are especially interested in those who might also teach courses in urban, family, demography, or theory. UTSA is a newly established component institution of the University of Texas System. Our institutional commitment and structure is strongly interdisciplinary. Affirmative Action/Equal Opportunity Employer; minorities and women are encouraged to apply. Send resume and sample of written work to: Sandra H. Carey, Coordinator, Search Committee in Sociology, Division of Social Science, University of Texas, San Antonio, TX 78283.

Texas A&M University anticipates two nine-month tenure track positions, opening fall 1976, at Assistant and Associate Professor levels in the Department of Sociology and Anthropology, a growing 20-member department offering MS and PhD. Applicants must have PhD completed by time of appointment and appropriate teaching and publication records. Applicants are sought with specialization in energy and natural resources, urban sociology, criminology, demography, or methods and statistics. A record of successful classroom performance is essential. Nine-hour teaching load for each of two semesters. Salary highly competitive, depending on qualifications. Equal Opportunity Employer; minorities and women are encouraged to apply. Applications should be sent to: James H. Copp, Head, Department of Sociology & Anthropology, Texas A&M University, College Station, TX 77843.

University of Tulsa. Assistant Professor—Salary Open. New position for Fall, 1976 in expanding interdisciplinary Criminal Justice Program. Responsibilities include the design and teaching of new courses to broaden the current curriculum and the development of an intern program. Competency in quantitative methods desired with teaching fields open. PhD preferred in Criminal Justice, Criminology, Interdisciplinary Program, or related field. Send complete resume by February 14, 1976 to: John A. Conley, Director, Criminal Justice Studies, University of Tulsa, 600 South College, Tulsa, OK 74104. Equal Opportunity/Affirmative Action Employer.

Vanderbilt University. Opening in 1976 for a senior sociologist (Associate or Full Professor) with an established research career in any field except the current major strength of the department—the sociology of the economy (organizations, occupations, industrial). Join our young faculty; contribute to emerging Institute of Public Policy, in a pleasant metropolitan region. Affirmative Action/Equal Opportunity Employer. Contact: William A. Rushing, Chair, Department of Sociology & Anthropology, Vanderbilt University, Nashville, TN 37235.

Virginia Commonwealth University. Applications are invited for a possible junior level faculty position beginning August 1976: PhD in sociology required, specialty areas open; undergraduate and graduate teaching and research; competitive salary and teach-

ing load. Equal Opportunity/Affirmative Action Employer. Send vita to: Chair, Recruitment Committee, Department of Sociology, Virginia Commonwealth University, Richmond, Virginia 23284.

Virginia Polytechnic Institute and State University. Department of Sociology invites applicants for Assistant Professor position for academic year 1976-77. Applicants should have teaching and research specialties in areas of medical sociology, social gerontology, mental health, disability, health delivery systems, and/or other related sub-fields. PhD required, experience preferred, publications desirable. Teaching opportunities in these areas exist (or will be developed) at both undergraduate and graduate level (MA & PhD program). Seek person with strong research and publication commitment. Salary competitive and based on qualifications. Equal Opportunity/Affirmative Action Employer. Please send vita or inquiry before January 31, 1976 to: Clifton D. Bryant, Head, Department of Sociology, VPI & SU, Blacksburg, VA 24061.

Western Illinois University. Assistant or Associate Professor, beginning any term from Winter, 1975 to September, 1976. Requires a PhD in Sociology by Fall, 1976. Position is for person with interest in criminology, sociology of law or deviance. Course offerings presently include criminology, sociology of prisons, juvenile delinquency and sociology of law. Salary range is from \$12,300 to \$17,000, depending upon qualifications. Affirmative Action/Equal Opportunity Employer. Address inquiry with current vita to: Richard Sturges, Department of Sociology & Anthropology, Western Illinois University, Macomb, IL 61455.

West Virginia Wesleyan College. Two positions open. One for Assistant Professor beginning January, 1976, MSW, DSW, or PhD to teach in areas of applied sociology. Probable responsibilities to include teaching social work methods and practice, research methods, juvenile delinquency, and supervision of field placement. Other opening for Instructor or Assistant Professor beginning September, 1976, PhD, to teach introductory course in sociology, interdisciplinary social science course, social problems, and family sociology. Broad social science background desired. Send vita to: Dr. John R. Warner, Jr., Chairperson, Department of Sociology and Anthropology, West Virginia Wesleyan College, Buckhannon, WV 26201. Affirmative Action/Equal Opportunity Employer.

Yale University. Associate and Full Professor positions open in any major field of specialization. Assistant Professor position in history of sociology-sociological theory with preference given to candidates with strength in methodology and testing of theories. Joint appointments at the Assistant Professor level open in Afro-American and Chinese Studies. Strong preference given to candidates who will have completed all requirements for the PhD degree by July 1, 1976. Minorities and women are encouraged to apply. Positions available beginning September, 1976. Application by December 31, 1975 is encouraged. Curriculum vitae should be sent to: Professor Albert J. Reiss, Jr., Chair, Department of Sociology, Yale University, New Haven, CT 06520.

RESEARCH

Columbia University. Center for Population and Family Health, seeks a doctoral level person with strong knowledge of social science research methods, statistics and data processing. Three to five years research experience in demography, epidemiology or medical sociology desirable. Send curriculum vitae to: Dr. Allan C. Rosenfield, CPHH, Columbia University, 78 Haven Avenue, New York, NY 10032. Equal Opportunity/Affirmative Action Employer.

Institute for Juvenile Research. The staff of the Institute for Juvenile Research is actively searching for a senior sociologist to fill a staff vacancy. IJR, which is part of the Department of Mental Health of the State of Illinois, is presently involved in the analysis of state-wide surveys of self-reported delinquency and drug use. In filling this vacancy, preference will be given to applicants who have demonstrated an intellectual interest in deviance or delinquency and facility with survey data. Duties would include the administration and generation of grants and the supervision of sociological and anthropological research at IJR. In addition, the individual should be qualified to provide intellectual leadership for the staff. Please send vita to: Dr. Alan S. Berger, Institute for Juvenile Research, 1140 S. Paulina Street, Chicago, IL 60612. Equal Opportunity Employer.

University of Louisville. Cancer Center Medical Sociologist—Associate Professor. Salary \$22,000 (12 mo.). Responsible for the implantation of a data collection system on the psychosocial rehabilitation section of the vinyl chloride project. Must know

sociological epidemiology and have a proven track record in research. Prefer some cancer-related experience. Send resumes or inquiries to: Cancer Center Planning Office, University of Louisville, School of Medicine, Health Sciences Center, Walnut and Preston Streets, Louisville, KY 40201. Equal Opportunity/Affirmative Action Employer.

ADMINISTRATION

Boston University is seeking a Chairperson for its Sociology Department. Required qualifications: Leadership of teaching and research programs, executive skill. Salary commensurate with qualifications and experience. Address letter of inquiry and resume to: Dean Warren Ichman, Boston University, College of Liberal Arts, 725 Commonwealth Avenue, Boston, MA 02215. Affirmative Action/Equal Opportunity Employer.

University of Connecticut. Applications are invited for the headship of the Department of Sociology for the fall of 1976. Applicants should have a PhD, at least 7 years of experience and a demonstrated commitment to teaching and research. A full undergraduate and graduate program is offered by a department of 23 members. Appointment to the headship is for 5 years and is renewable following a review. Send vitae, references and other supporting materials to: T. Foster Lindley, Associate Dean & Chairperson of the Search Committee, U-98, University of Connecticut, Storrs, CT 06268. Deadline for applications is February 1, 1976. Equal Opportunity Employer.

Florida Atlantic University seeks a Dean of Social Science for Fall 1976. Applicants should be distinguished scholars with a commitment to excellence in research and teaching, and experience in academic administration. A member of the State University System, Florida Atlantic University offers upper division and graduate level programs. College Departments include Anthropology, Economics, Geography, Political Science, Sociology and Social Psychology, the Division of Criminal Justice and Social Welfare, and the Institute of Behavioral Research. The campus is located one mile from the ocean between Miami and Palm Beach. Equal Opportunity/Affirmative Action Employer. Submit two copies of vita and names of four references to: Professor John D. Kasarda, Dean, Search Committee, College of Social Science, Florida Atlantic University, Boca Raton, FL 33431.

University of Houston. The Department of Sociology is searching for a chairperson to assume responsibilities in fall, 1976. The primary criteria are: an established personal record of scholarship, an imaginative grasp of the potentialities of a Sociology program in an urban setting, and proven management and interpersonal skills. Full or experienced Associate Professor. Salary and rank are negotiable. Affirmative Action Employer. Contact: Dr. Sol Tannenbaum, Department of Sociology, University of Houston, Houston, TX 77004.

University of Illinois, Chicago Circle. Head, Department of Sociology, open Fall 1976. We seek a highly qualified person to head a full-time faculty of 23 in a department with PhD, MA and undergraduate programs emphasizing empirical research in an urban environment. The person we seek should have a PhD in Sociology, an established reputation in the field as evidenced by a substantial record of publication, teaching experience at both graduate and undergraduate levels, and some background in the administration of academic programs. Some teaching also expected, with areas of specialization open. Appointment would be at the rank of Associate or Full Professor, with tenure. Usual term of office is four years, and is renewable. Salary negotiable. Affirmative Action Equal Opportunity Employer; all qualified candidates are encouraged to apply. Send current vita to: Professor Mildred A. Schwartz, Chair, Search Committee, Department of Sociology, University of Illinois at Chicago Circle, Box 4348, Chicago, IL 60680.

Indiana University-Purdue University at Fort Wayne. Ten-member Department of Sociology/Anthropology invites applications for Chairperson beginning fall, 1976. Preference will be given to individuals with a substantial public record, excellence in teaching, and an interest/experience in academic leadership. Salary and fields of specialization are open. Resumes will be considered until December 8, 1975. Affirmative Action/Equal Opportunity Employer. Please send current vita and materials to: Dr. Marty E. Zusman, Search Committee Chairperson, Department of Sociology/Anthropology, Indiana University-Purdue University, 2101 Coliseum Boulevard East, Fort Wayne, IN 46805.

Indiana University at South Bend. Applicants sought for departmental chair in small department. Specialties open. Primarily undergraduate but increasing emphasis placed on developing Master's level courses and programs. Candidates with scholarly backgrounds as evidenced by research,

writing, or extensive professional activities of other kinds and with administrative experience are especially sought. Rank and salary open and competitive. Six hour teaching load per semester. Reply, enclosing resume, samples of publications, list of references to: Dr. R. B. Jenson, Chair, Sociology Search and Screen Committee, Indiana University, South Bend, IN 46725. Deadline for receiving applications is January 15, 1976. Equal Opportunity/Affirmative Action Employer.

Indiana State University invites applications for the position of Chairperson of the Department of Sociology and Social Work of the College of Arts and Sciences. Position open Fall, 1976; requires a doctorate with evidence of scholarship, effective teaching and academic leadership. Rank and salary commensurate with experience. Specialties open. The Department includes 18 full-time faculty members, offers undergraduate degrees in both sociology and social work, and has an established MA program in sociology. Affirmative Action/Equal Opportunity Employer. Send vitae and references to: Professor Narsi Patel, Chair, Search Committee, Department of Sociology and Social Work, Indiana State University, Terre Haute, IN 47809.

University of Maryland. The Afro-American Studies Program is seeking a permanent Director beginning in the fall semester of 1976. Candidates must have the doctorate and sufficient academic experience and scholarly productivity to be eligible for the rank of Associate or Full Professor. Administrative experience is desirable, but any qualified candidate who is willing to accept the task of strengthening the existing scholarly and research program will be considered. Both men and women are urged to apply. A background in any academic discipline in the behavioral and social sciences or humanities may be appropriate, but candidates must have a positive and primary commitment to Afro-American Studies. Applicants should send curriculum vitae to: Kenneth C. W. Kammeyer, Chairperson of the Search Committee, Division of Behavioral and Social Sciences, University of Maryland, College Park, MD 20742.

National Center for Law and the Handicapped, Inc. Director of Legal Services. The applicant shall be a member of the Bar and should have experience in law reform and/or constitutional law and must have extensive experience in the practice of law with preference given to persons with administrative or supervisory capacity. Salary range open to be determined by NCLH Board of Directors and dependent upon qualifications and experience. For further information concerning job responsibilities or to apply (enclose a copy of resume and names and addresses of current and immediate past two supervisors), contact: Dr. Brian M. McCann, Assistant Executive Director for Program Services, National Association for Retarded Citizens, 2709 Avenue E. East, Arlington, Texas 76011, phone (817) 261-4961.

National Center for Law and the Handicapped, Inc. Executive Director. The applicant should have professional training with appropriate certification or licensure in law and/or one or more of the social sciences and appropriate professional experience and knowledge in the field of law and the handicapped and administrative or supervisory experience. Salary range open to be determined by NCLA Board of Directors. For further information concerning job responsibilities or to apply (enclose a copy of resume and names and addresses of current and immediate past two supervisors), contact: Dr. Brian M. McCann, Assistant Executive Director for Program Services, National Association for Retarded Citizens, 2709 Avenue E. East, Arlington, Texas 76011, phone (817) 261-4961.

Rutgers College. Full Professor to chair fourteen-person undergraduate department with some 150 majors. We are looking for an established scholar with administrative ability and commitment to teaching. Teaching interests are open but special fields for which there are priorities are: on the undergraduate level, sociology of law, deviance, sociology of medicine, classical or contemporary theory; on the graduate level, research methods. Chair has reduced teaching load. Salary is competitive and will be commensurate with qualifications and experience. Faculty members of undergraduate department are encouraged to participate in teaching and other activities of university-wide graduate program with 250 students and 45 faculty. Write to: Chairperson, Search Committee, Rutgers College, Department of Sociology, Murray Hall, New Brunswick, NJ 08903. Affirmative Action/Equal Opportunity Employer.

Southern Illinois University, Carbondale. Departmental Director for the Center for the Study of Crime, Delinquency and Corrections. Administrative and teaching competence compatible with multidisciplinary faculty and criminal justice academic program. Doctorate degree preferred. Salary and rank open. Contact: Dr. Dennis B. Anderson, Chair, Search Committee, Center for the Study of Crime, Delinquency and

Corrections, Southern Illinois University, Carbondale, IL 62901. Position available January 1, 1976.

Tennessee Technological University. Chairperson for Department of Sociology and Philosophy with offerings in related sub-disciplines. PhD in Sociology required, preferably with experience in a combination of subdisciplines. Experience required in teaching, research and administration. Salary dependent upon qualifications. For further information, contact: Dr. Edmond Dale Dixon, Acting Chair, Department of Sociology & Philosophy, Tennessee Technological University, Cookeville, TN 38501. Equal Opportunity/Affirmative Action Employer.

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's WITH EXPERIENCE

A 330 Teaching and research. English national. PhD at the University of Durham. Two years lecturing university undergraduate students. SSRC socio-legal scholarship, three publications, one book and one article submitted. Excellent references, teaching competence in sociological theory, and sociologies of: law, deviance, witchcraft, religion, Marxism, philosophy of social science. Will locate anywhere in the U.S. Interested in American socio-legal history research. Dedicated scholar, unmarried, male, age 26.

A 331 Teaching/research or teaching/administration; urban, political, criminology, community; PhD; seven years university teaching and research experience; interdisciplinary program experience; consistent publication, urban fringe or rural location preferred; June or September, 1976.

A 332 Teaching and/or research; small groups; theory, religion, education, American society, ethnic and racial minorities; 6 years teaching experience; research experience in community social welfare and social psychiatry; PhD; articles, papers, book reviews; liberal arts college preferred; geographical location open; fall, 1976.

A 333 Assistant Professor. Areas of competence: theory, social psychology, sociology of knowledge; background in race relations, methods, and policy research. PhD June, 1975; two MS's. Two years full time teaching, three years part time at major university. Two papers read; book manuscript submitted to publisher, several articles in preparation. Northeast preferable. Available January, 1976.

A 334 Associate to Full Professor, regular or visiting appointment; political sociology, social psychology, theory and methods; urban; PhD, 11 years experience. Articles, book monographs, research grants, teaching awards. Prefer opportunity to teach low income or minority students in innovative program. West preferred, but will consider other areas. Available September 1976.

A 335 Teaching, research, and/or limited administration. Specialist in teaching large classes using multimedia presentations; anthropology, basic sociology, social problems. Other areas include: social psychology, deviant behavior, statistics. Awards and honors in graduate school. Considered to be dynamic teacher; very high student evaluations. Past experience as chairperson, assistant dean, dean of arts and science. Last 5 years as associate professor (teaching only) at small ethnic university in southeast. Location open; 40 years, married; fall, 1976.

A 336 Semi-retired, 'fifties, interested in less-than-permanent connection. Taught theory, research methods, urban, crime/deviance, industry, demography, minorities, family, organizations, medical, education, change. About equal experience in undergraduate and graduate teaching; also continuing education and interdisciplinary programs. Researched in industrial, urban, medical, minorities, political, education, marketing areas. Government, Foundation, Industry grants and consultancies. Visiting lectureships and research projects in South America and Europe. Published monographs, readers, articles. Degrees in economics, social psychology, sociology. PhD in top-ten research university.

A 337 Teaching and research; sociology of education, theory, statistics, demography, political sociology; PhD; Phi Beta Kappa, Phi Kappa Phi, Woodrow Wilson and NSF fellowships; 13 years graduate and undergraduate teaching, large and small, public and private institutions; over a dozen articles in my major research area, plus assorted others; book recently completed for noted publishing house; numerous convention presentations; ASR editorial experience; 37; available Fall 1976.

Teaching and/or research; social psychology, women's studies, ethnic studies,

methodology, social movements, international conflict. NSF Visiting Scholar, International Peace Research Institute Research Fellow; 10 years teaching in higher education; experienced in urban community programs and projects, evaluator for NDEA and NIMH projects; numerous publications, three books (two of which are presently in production, scheduled release in Spring, 1976); papers presented at national and international meetings; chapters in two books. Prefer to locate either Mass/R.I./Conn. region; Western Europe (knowledge of Spanish, Portuguese and German); or California. Fall, 1976. Rona M. Fields, PhD, Clark University, Worcester, MA 01610.

A 338 Teaching mostly, with some research opportunities. Introductory, urban, industrial, stratification, research methods. Six years of teaching. Wide variety of research experiences, publications, embarking on new research project, working on developing interdisciplinary instructional program in environmental studies, actively involved in handicapped student programs. 30, South or West Coast, urban area, wish to relocate to escape very heavy air pollution at present location; available fall or summer, 1976.

A 339 Research position with social and/or political action organization such as Common Cause or Nader's citizen action groups. Experience in political campaigns and in analyzing socially and politically relevant data, belong to environmental action and political change organizations. Very good analytical mind, able to synthesize complex ideas and data and view this information from a wide variety of perspectives. Available June, 1976 or possibly earlier. Willing to work for modest salary. Very hard worker for "good causes."

A 340 Teaching and research. Primary areas: rural sociology, human resource development and social mobility, community studies or stratification, theory and statistics. Secondary areas: medical sociology, minorities, the sociology of education, and the sociology of development (modernization). Phi Kappa Phi, Alpha Kappa Delta, 3 years college teaching experience, interdisciplinary and cross-cultural research, articles, papers submitted for publication; location open; available January 1, 1976 or anytime thereafter.

A 341 Teaching and research, 2 years teaching experience, excellent student evaluations. Quantitative research methods, statistics, economics, industrial, urban and economic sociology. PhD, 2 MA's in economics, research experience in civil engineering. Presented papers ASA (3), ISA, URISA (2), ORSA, AKD (4), Southern Sociological Society, NSF, two books and several articles. Several in progress. Received NSF grant. Diverse research experiences. Strong commitment to quality teaching and research. Available June, 1976. Location open; 29, married.

A 342 PhD looking for a teaching/research university position. Areas of competency include: social psychology, sociology of education and organizations. Seven years teaching experience; three at the university level. Excellent teacher. Numerous publications. Extensive research skills especially in evaluation research. Currently employed as a research specialist. Local open. Immediate availability.

A 343 Senior professor, name chair, top Eastern university, various honors, prizes, and fellowships; high salary; former president ASA and ESS, numerous books and articles; theory, work, and family fields; prefer California or NE, no chairmanship; Fall 1976.

A 344 Teaching/teaching and research, comparative and historical sociology, subsuming organizations, stratification, political, world conflict, environment, sex roles, race/ethnic, movements; recent PhD, top department; Phi Kappa Phi, fellowship; 6 years university teaching and research, 4 years applied research and administration, mental hospitals; book in press, research monographs and over a dozen papers published, grant to produce educational materials for international studies, second book in progress, other papers under review; prefer position where interdisciplinary approach and talents in working with small groups of students can be effectively used; prefer Eastern seaboard but consider locating anywhere; fall, 1976.

A 345 Research and/or teaching or research administration, 10 years of survey research experience and teaching at all levels, thesis supervision; interdisciplinary approach to study of social reality, strong quantitative orientation; primary interest in analysis of social planning and policy. Have taught deviance, criminology, corrections, complex organizations, methods, and statistics (incl. computer programming). PhD (University of Michigan), crosscultural experience, foreign languages. Two books, half a dozen articles, and equally many in preparation. Grants include 2-year Far Eastern research. Location open (including overseas), 39, married, immediately available.

A 346 Teaching, research, or administration; demography, urban, social change, organizations; PhD; Woodrow Wilson

Fellow, Population Council Fellows: 10 years' experience in teaching, research, and administration at U.S. and foreign colleges, universities, and research centers; 20 published articles; location open, available July 1976.

A 347 Teaching or teaching and research. Criminology, juvenile delinquency, corrections, criminal justice systems, research methods. Recent Ph.D. Three years experience in university teaching, several years part-time teaching. Twenty years experience in research on community corrections, correctional institutions, delinquency and adult offenders in the community; and in training correctional personnel. Publications in major journals, numerous papers, reviews, research reports. Prefer location in Northeast or Mid-Atlantic states. Available Fall, 1976.

A 348 Teaching and/or research. Demography, urban studies, human ecology, ethnology. Ph.D. AKD, Population Council Demographic Fellow, other scholarships, assistantships, 12 years college and university teaching experience, research grants; articles, papers, book in progress; available August, 1976.

A 349 Teaching and research; social stratification, small groups, social change, social organization, principles, political sociology, religion, theory, ethological theory, social anthropology of south Asian countries, ancient and modern political thought, PhD plus degrees in philosophy; political science, anthropology; 18 years teaching and research experience; 3 books, "Religious Factor in Social Relations in a Muslim Community" in progress, several articles; location open; age 58; married; available 1976.

A 350 Research and/or teaching; social change/development, qualitative methods, social psychology, medical sociology, peasants, organizational behavior, applied sociology, humanistic sociology, strong interdisciplinary approach; recent interdisciplinary PhD from first-line university; NIMH trainee, NSF training grant, Doherty Fellow, and other grants and fellowships; extensive research experience, plus experience in teaching and applied sociology; knowledge of three foreign languages and six years residence in four foreign countries; location open; available early summer, 1976.

A 351 Teaching primarily, with some research opportunities. Introductory, social problems, sociology of education, research methods, and social psychology. Also willing to prepare additional courses. Recent PhD with university level teaching experience and research training. Prefer liberal arts college dedicated to superior quality teaching. Excellent rapport with students and faculty. Available January, 1976 or later.

A 352 Teaching and/or research; social change and development, theory, economic, political, and urban sociology. Strong comparative and historical emphasis, specialties in pre-capitalist social organiza-

tion and modern Africa, interest in population and ecology PhD, with research overseas and 4 years teaching experience; publications in progress. Northeast preferred; available January or September, 1976.

A 353 Teaching and research; social theory (classical, contemporary, critical symbolic interaction), sociology of sports, social stratification, sociology of education, sociology of knowledge; PhD from Big Ten University; NSF traineeship; AKD; 9 years of teaching and research; 3 years administration; 4 years community organization. Several papers published, several papers read at meetings, two books in process; location open; will accept visiting appointment for 1976-77 as am presently located overseas and will not be available for interviews; available late August, 1976.

A 354 Teaching and/or research, administration; population, family, social change, historical demography, cross-cultural education studies, minorities; PhD in sociology, MA in anthropology, graduate certificate in educational research, Public Health training, NIH and HEW Fellowships; 3 years part-time teaching, departmental chairmanship; field experience in Latin America and Europe; publications and research in progress, location open; September, 1976, would consider January, 1976.

Recently retired professor, at present Fulbright Research Professor at the University of Hamburg, seeks temporary post as researcher, as replacement within a large department, or as a one-man interdisciplinary department anywhere in the world. PhD. Extensive research and teaching experience, with a large number of books and monographs and with field experience in Europe, Asia and the Americas. Chief interests are in comparative sociology and in the sociology of development, though I can teach a wide variety of courses within an interdisciplinary background. Available June or September 1976. Professor David Rodnick, Winkelmannstrasse 14, 2000 Hamburg 52, Federal Republic of Germany.

A 355 Teaching and/or research, especially interdisciplinary work, social-exchange theory, social psychology, social structure and personality, group process and structure, and other courses. PhD in social psychology; NIMH predoctoral fellowship, other awards; 12 years university teaching and research experience; articles, papers, book reviews; 38; fall, 1976 or 1977.

A 356 Teaching and/or research. Sociology of education and educational change, deviant behavior, formal organizations, field methods. PhD from major midwestern university. NIMH and NSF Fellowships; postdoctoral fellowship. Some teaching experience, extensive research experience includes both survey and field research. Publications: Monograph on educational change in a school system in progress. Location open; 33, married. Available after January 1, 1976.

A 357 Teaching and/or research; statistical analysis, research methods, social inequality and stratification, political, urban and rural,

social policy, applied sociology (especially, welfare and legal institutions and evaluation research); PhD, Phi Beta Kappa and several fellowships; varied teaching and research experience; book and articles in press, others in progress; location open; available January 1976 or later.

A 358 Visiting Professorship in teaching and research; deviance, sociology of law, juvenile delinquency, criminology, psychosociology; PhD and L.B., both degrees from major university of Northeast US; research awards. Fulbright Professorship, visiting professorships; 25 years teaching and research; 7 years department chairperson in major college in Northeast US before retirement, have held, including current appointment, visiting professorships covering three academic years at two major Canadian universities; books, professional articles, papers delivered at professional sociology meetings, the most recent in 1975; location open; have researched and taught in Philippines, Hong Kong, Canada and the U.S. Practiced law for 10 years before moving into the field of sociology. Have experience and interest in continuing education. Seek one-year appointment that meets department needs and does not impede department promotion.

A 359 Teaching/research; religion, family/human sexuality, theory, historical. PhD; NSF, NEH awards; 3 years undergrad, 2 years professional school experience; half-dozen articles in print or accepted, book length manuscript circulating among publishers, others in progress; continental U.S. only; enjoy teaching but want an institution which supports and rewards research/publication; 29, married; available Fall 1976.

A 360 Teaching, with opportunity for research. Social institutions, especially the school and family, the impact of societal change on local institutions, social deviance and control. PhD; sociology with supplementary graduate work in cultural anthropology and cultural foundations of education. Recipient of local Teacher of the Year and Distinguished Research awards. A competent teacher and responsible department member. Nine years of college and university teaching experience, prior secondary experience. Several years of experience teaching and conducting research in both Europe and the Far East. Publications include journal articles, book chapter, pamphlets. Additional research and editorial experience in school-community relations and public policy areas. Western U.S. or overseas. Have just completed an overseas teaching contract and am currently available in the U.S.

A 361 Applied sociology, research, academic or non-academic, and/or teaching. Mathematical demography, environmental sociology, rural sociology, research methods, and stratification. Project management experience for multi-disciplined projects in environmental consulting firm. Experienced in giving expert testimony. PhD

in sociology and Masters in nuclear engineering. Phi Kappa Phi, Tau Beta Pi and several fellowships. Several years teaching experience and several papers and articles. Location open, but prefer the South. Available immediately.

A 362 Teaching or teaching and research; social psychology and deviance, urban sociology, theory, research methods, political sociology, social problems, introductory. PhD from major midwest university. Teaching assistantships and fellowship, 9 years of graduate and undergraduate teaching, excellent teaching record; numerous publications in well-known social science journals; numerous papers at national and regional meetings; book on urban sociology under contract; location open; 34, married, one child.

A 363 Teaching and research; complex organizations and socialization, stratification and social change, methodologies and theory construction, interdisciplinary social sciences; PhD (1960), teaching experience in Germany, England, and U.S. (5 years); monographs and articles; location open; 35, single; fall, 1976.

NEAR PhD OR MA

A 373 Teaching or teaching and research; comparative sociology, introductory sociology, development/modernization, rural sociology, peasantry, sociology of education in LDCs; MA, PhD, Cambridge University, expected spring 1976; training at U.S. and European universities, bi-lingual, 2 years part-time and 4 years full-time teaching, extensive research experience in Africa, applied experience in Latin America, consultancies, publications; interested in liberal arts college undergraduate teaching, or large university department with post-graduates; location open, 33, no dependents, available from January, 1976.

A 376 Teaching or teaching and research in the sociology of mass communications, social psychology, collective behavior, political sociology and introductory. Would prefer a liberal arts college, but will consider all opportunities. Degrees: MA, MAT (teaching), ABD, PhD expected Summer, 1976. Five years teaching experience at several 2 and 4-year colleges; various fellowships and assistantships, papers submitted and presented. Location open, but prefer east of the Mississippi; 29, married, one son. Available Fall, 1976.

A 377 Research/teaching and/or research administration; possibly management consultant; MA plus PhD courses completed; teaching and research experience; areas of interest: deviance, criminal justice, methods, rehabilitation planning and evaluation; desired location, small town, southeast or moderate climate. Available immediately. Permanence of position rather than money is prime consideration.

A 378 Research, teaching, free lance data analysis and consulting; social epidemiology,

demography and ecology, methods and statistics, cultural anthropology; AM, near PhD; Community Mental Health Research Trainee Fellowship, 1961-1963; 10 years research on epidemiology of health and behavioral problems, some teaching, and data-analysis consulting work, 12 articles, 1 monograph in the writing; location open; special skills in secondary analysis and analysis of small samples; January, 1976.

A 379 Teaching in sociology and/or interdisciplinary program; Latin American studies, historical and comparative social change and theory, social movements and political sociology, international development studies, social problems in historical perspective. MA, U. of London, PhD expected May 1976 from major U.S. university; also studied at National University of Mexico. Fluent Spanish; university honors and fellowships; university teaching experience; articles published; location open; married, 26; available September 1976 (or summer).

A 380 Teaching and/or research and/or administration; demography, family, research methods, statistics; theory construction, becoming a better student; MA plus graduate work (ABD); NDEA fellowship, AKD, 8 years teaching, 2 years part-time administration; book in progress; location open; divorced, 2 sons; available June, 1976 or later.

A 381 Teaching position at college level; special areas of competence and experience, introduction to sociology, social problems, deviant behavior, sociology of mass communications, sociology of education, social stratification, sociology of any institution, and introduction to research methodology in sociology. BA, MA degrees in sociology plus work beyond MA, U.S. Office of Education Fellowship, California State Graduate Fellowship Awarded; teaching experience at both state university level and at community college level for 12 years; prefer major metropolitan area; 29, single. Available Spring, Summer, or Fall, 1976 or later.

A 382 Assistant or Associate Professor; applied sociology/evaluation research in E.I.S. work for impacts from oil development in Alaska; areas of competence, introductory, minority groups (esp. Alaska natives), social problems, family and environmental sociology; MA, ABD (with the dissertation ready to defend); National Teaching Fellow; AKD, KDP; 7 years college teaching; Author of several articles, book reviews, papers presented at national meetings; Location open; married, 2 children; available winter or summer, 1975-76.

A 383 Teaching, research or administrative position; in sociology or related field, or interdisciplinary field. Areas of specialization are medical sociology, methodology, family and comparative sociology. Extensive research experience, 4 years of college teaching, PhD candidate (exams passed 1972). Health background, MPH fellow 4 years. 33. Location central Ohio, western Pennsylvania. Available January, 1976.

Section News

Section on Methodology will sponsor three sessions at the ASA Annual Meeting in New York, 1976. Authors are invited to submit papers in the following areas:

Statistical Models and Methods; Prof. Richard T. Campbell, Dept. of Sociology, Duke University, Durham, NC 27706.

Archives and Secondary Analysis; Prof. Richard C. Rockwell, Dept. of Sociology, University of North Carolina, Chapel Hill, NC 27514

Ethnomethods and Logic Models; Prof. Lew Imershein, Dept. of Sociology, Florida State University, Tallahassee, Florida 32306

Section on Marxist Sociology has been approved by the ASA Council and a preliminary organizational meeting was held in San Francisco. The Section will be officially recognized as soon as at least 200 members of the Association pay Section dues. The purposes of the Section are: to promote interchange on theory, research, practice and teaching among sociologists interested in Marxist sociology and to advance the development of Marxist sociology in the ASA and in the discipline at large.

In anticipation of official recognition of the Section, a program is now being organized for the ASA Annual Meeting

in New York, August, 1976. Papers and outlines are due by January 7, 1976 to the following people:

The Crisis of Monopoly Capitalism: Eric Wright, 5863 A Birch Ct., Oakland, CA 94618

200 Years of Class Struggle: Towards the Second American Revolution: Tom Lizarraga, Sociology Department, UCLA, Los Angeles, CA 90024

Women and Monopoly Capitalism: Martha Gimenez, Sociology, University of Colorado, Boulder, CO 80302 or Marlene Dixon, c/o Schwendinger, 680 Vincente Avenue, Berkeley, CA 94707

Marxism and Sociology: Roundtable Discussions: Ted Goertzel, Department of Sociology, Rutgers University, Camden, NJ 08102 or John Mercantney, Bluffton College, Bluffton, OH 45817

The following six roundtable discussions have been set:

- 1) Marxist Approaches to Bureaucracy; Paul Goldman, American University, Washington, D.C. or Jim Mulherin, University of California, Santa Cruz.
- 2) Critical Dimensions in Phenomenology.
- 3) Critical Dimensions in Ethnomethodology
- 4) Critical Dimensions in Symbolic Interactional Theory

5) Critical Dimensions in Modern Systems Theory

6) Critical Dimensions in Dramaturgical Analysis

If you are interested in chairing or contributing to the last five above contact T. R. Young, Colorado State University or Box 97, Red Feather. Participation in roundtables entails a position paper circulated via the Chairperson in advance and oral presentation limited to five minutes. The Marxist Roundtables do not permit consumerism; everyone is expected to come prepared and to actively participate.

HOW TO JOIN THE SECTION:

You must first be an ASA member. When you receive your 1976 dues bill, check the box for Section on Marxist Sociology and enclose the necessary \$3.00. If you have already renewed your membership and did not check the appropriate box send in your request for section membership and \$3.00 to ASA, 1722 N Street, NW, Washington, D.C. 20036.

NOMINATIONS FOR CHAIRPERSON, SECRETARY-TREASURER, OR COUNCIL MEMBER: Send suggestions for nominees to the nominations committee, c/o John Horton, Department of Sociology, University of California, Los Angeles, CA 90024. Get five Section members to sign a nominating petition for your candidate and he or she will automatically appear on the ballot.

Sociologists Elected to Institute of Medicine

Five sociologists were elected to membership in the Institute of Medicine, a body organized under the National Academy of Sciences. It was chartered in 1970 to "enlist distinguished members of the medical and other professions for the examination of policy matters pertaining to the health of the public".

With the new elections, twelve sociologists are now among the 306 members of the Institute of Medicine. The new members are Arlene Kaplan Daniels, Northwestern University; Renee Fox, University of Pennsylvania; Sol Levine, Boston University; W. Richard Scott, Stanford University; and Robert Strauss, University of Kentucky. The following sociologists had been previously elected: Odin Anderson, University of Chicago; Luther Christman, Rush University; Eliot Friedson, New York University; Mervyn R. Greenlick, Kaiser Foundation Hospitals; David Mechanic, University of Wisconsin; Robert K. Merton, Columbia University; and Eleanor Bernert Sheldon, Social Science Research Council.

SWAP

Sociologists teaching with Modules, Personalized Instruction, Audio-Visual Methods, etc., please contact Dr. R. Martorella, 3315 Hemlock Street, Dover, Delaware 19901.

ASA FOOTNOTES

Published monthly except June, July, and September. Distributed to all persons with membership in the ASA. Annual subscriptions to non-members: \$10; single copy: \$1.50.

Contributions to Open Forum should be limited to 800 words; obituaries, 600 words, and letters to the editor, 400 words.

Editor: Hans O. Mauksch
Assoc. Editor: Alice F. Myers
Advertising Mgr.: Sue Gorman
Send communications on material, subscriptions and advertising to: American Sociological Association, 1722 N Street, N.W., Washington, D.C. 20036. Telephone: 202/833-3410.
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OFFICIAL REPORTS AND PROCEEDINGS

MINUTES OF THE 1976 COUNCIL MEETING

The first meeting of the 1976 Council convened at 8:30 a.m., August 30, 1975 in the San Francisco Hilton Hotel, President Alfred McClung Lee, presiding. Those members present were: Kurt W. Back, Lewis A. Coser, Cynthia Fuchs Epstein, Kai T. Erikson, Joseph Fichter, William H. Form, Renee Fox, Joan Huber, Alex Inkeles, Suzanne Keller, Melvin L. Kohn, Pamela A. Roby, Peter I. Rose, William Foote Whyte, and J. Milton Yinger. Those absent were Lewis M. Killian and Gary Marx. Those present from the Executive Office were: Hans O. Mauksch, Otto N. Larsen, Alice F. Myers, Lucy Sells, and Norma S. Blohm.

1. **Approval of the Agenda:** President Lee presented the agenda for approval. Three additions to the agenda were proposed: **MOTION:** a) That Council consider appropriate action in response to the recent death of Rupert Vance. Motion carried. b) That Council consider a proposal to open future Council meetings. Motion carried. c) That Council consider the resolution on UNESCO presented at this August meeting due to deadlines affecting its substance. Motion carried.

The amended agenda was then approved. 2. **Report of the President:** President Lee reviewed the new members of Council and summarized the work of the 1975 Program Committee. He then made these observations on the forthcoming deliberations of the Council at this and subsequent meetings during this academic year:

There are at least four significant considerations I do not see explicitly built into the three long-range task group assignments. They are, I believe, neglected considerations to which certain other disciplinary associations have already given a great deal of attention and which should have ratings of urgency in our agenda. I refer (1) to the future of the Committee on Freedom of Research and Teaching, (2) to the question of whether the A.S.A. really is primarily a scientific society or has become largely a trade association, (3) to the relations of sociologists with the mass media and with the general world intellectual community, and (4) to the implications of growing white-collar unionism for the future of our members and of the A.S.A.

Just because a two-year experiment with a Committee on Freedom of Research and Teaching has been largely a ceremonial exercise in academic shadow-boxing does not mean that that is all such a committee can be. Above all, in these times of critical job insecurity for women, nonwhites, and dissenters, our membership justifiably expects such a committee to exist, to have sophisticated legal guidance, and to fight aggressively for the freedom of researchers and teachers to pursue their professional careers with reasonable chances of success. I urge that the committee be continued, given an adequate budget, and made inclusive of representatives of the groups now most in need of aid—the women, nonwhites, and dissenters. What we do in this connection is closely related to my second point:

If the A.S.A. is to continue to allege that it is primarily a scientific society, it must demonstrate this by concerning itself especially with the people most likely to bring fresh insights and new energy to investigations in our field. This means the young, the women, the nonwhites, and the dissenters from orthodoxy. The A.S.A., editors, officials, and committees talk a good line of eclecticism or at least of tolerance of diverse viewpoints, but the actions of this Council and of our editors do not give very convincing evidence that that line is implemented. It is so comfortable to embrace one of our orthodoxies and to live with it!

Maybe the Task Group on the Development of Sociological Knowledge or perhaps all three task groups should take as a point of departure for discussions tomorrow morning whether or not the Council really wants the A.S.A. to become again primarily a scientific society. I have heard it said in this Council that too much attention to educational problems would make the A.S.A. into a professional body, but I have not heard any reference to how grantsmanship and similar copes can make the A.S.A. into a body such as it is, one dominated chiefly by the entrepreneurs of our field, a trade association.

In Otto Larsen's thoughtful valedictory report as Executive Officer, he candidly noted: "If I have one major disappointment from my experience here at the heart of this network, it is the repeated discovery that while there is a growing appreciation of the distinctive analytic quality and utility of the sociological perspective outside the discipline, there is widespread distrust and even disdain of sociologists. Time and again, this

curious message emerges: Sociological ideas are credible and relevant; sociologists are not."

I do not want to dwell on Larsen's elaboration and explanation of his point. We all might rush off in different directions either from Larsen or from one another.

My reason for bringing up this point is that I think we seriously need an *ad hoc* committee made up of sociologists with actual mass communications experience to look into this situation and to make constructive suggestions. I am calling for the building of bridges of intercommunication between sociologists and journalists, bellers, literary critics, mass media commentators, and others. Few sociologists know anything of an accurate nature about the worlds of those people. There has been a long history of sneering back and forth between sociologists and other intellectual groups. We do not have all the answers. Among other things, we are very short on actual field experience in the society that we talk so much about. All sociologists would benefit from accurate knowledge not only about what reporters, editorialists, and commentators think about us but also what they have found out about society.

On the matter of white-collar unionism, permit me to remind you of the Carnegie Commission's report on *American Learned Societies in Transition*. When the American Psychological Association's *Monitor* of December 1974 reviewed that report, it noted the Commission's prediction that "white-collar unionism will expand to include not only academics but Ph.D.'s employed by industry and government, making learned societies even less relevant professional organizations. . . . Learned societies are thus likely to become once again 'the exclusive domain of eminent scholars and scientists from the nation's elite colleges and universities.'" The latter comment can well be written off as class-oriented wishful thinking so far as the future development of sociology is concerned. Dynamic social science has largely been created elsewhere and then enballed in the graduate programs of our better subsidized universities.

Some organization is going to provide the setting in which the cutting edges of sociology will first be given an airing. Whether it be a union, a political forum, a business conference, or such a body as the American Sociological Association will depend in the future upon how broad or how narrow, how tolerant in actuality or how restrictive, how scientific or how humanistic the American Sociological Association may become.

I should like to see another *ad hoc* committee made up of people sufficiently uncommitted to one possible organizational future for sociology and sociologists that would explore the possible relations between the A.S.A. and the growing trade union movement. I refer to the movement now taking the forms of the NEA, the AFT, the AAUP, and independent local organizations. Such a committee could then report back to this Council and also to the membership of the society as to their findings.

Since "long-range planning" and "task groups" and "sociological knowledge" are magical terms in sociological circles, the three task groups we are to launch tomorrow morning, easily obtained overwhelming Council support. What actually comes out of them could take its place with the thousands upon thousands of such reports that college presidents and deans constantly inspire among our faculties, almost all of which contribute nothing more than a bit of face-lifting or rhetoric-modification to the academic scene. If we find no other use for the task groups than such busywork, I hope that we drop them immediately and get back to more nuts-and-bolts problems such as requiring most people who give papers at our conventions to be dues-paying members and registered for the convention or charging processing fees for non-members who submit articles to our journals. Such moves would assure us of having enough income to underwrite an adequate freedom of teaching and research program. I am hoping, however, that I am pleasantly surprised by the three task groups amounting to something more than exercises in sociological rhetoric.

3. **Report of the Secretary:** Secretary Form deferred his report to appropriate items on the agenda.

4. **Report of the Executive Officer:** Hans Mauksch expressed his appreciation to Otto Larsen, the preceding Executive Officer, for the valuable assistance offered and for making the transition smooth, effective, and pleasant. Mauksch emphasized the importance of the planning document prepared by Larsen and recommended that Council pursue vigorously the direction suggested by the planning document.

5. **Appointment of 1977 Program Com-**

mittee: President-Elect Yinger presented four names to be appointed to the 1977 Program Committee.

MOTION: That Suzanne Keller and Charles U. Smith be appointed for one-year terms; that Karen Oppenheim Mason and Otto N. Larsen be appointed for two-year terms. Motion carried.

6. **The Resolution on UNESCO:** Approved by the Business Meeting, this resolution and its timing was discussed by Council since the U.N. Conference on Habitat was scheduled prior to the December Council Meeting.

MOTION: "The ASA views with concern the effort being made to exclude Israel, on political grounds, from United Nations organizations and activities in the fields of Education, Science, Culture, and Social Welfare; in particular, we oppose the exclusion of Israel from UNESCO regional groupings and UNESCO activities, and the attempt being made to exclude Israel from the forthcoming U.N. Conference on Habitat." Motion carried.

7. **Memorials to Rupert Vance and Carl Taylor:** Council noted with regret the death of two of its past presidents, Rupert Vance and Carl Taylor.

MOTION: That the Executive Officer send letters of condolence to the families of Rupert Vance and Carl Taylor. Motion carried.

8. **Open Council Meetings:** A motion was introduced to open future Council meetings to any member of the American Sociological Association except when appointments to offices or committees are discussed. Considerable discussion of this motion included the argument that this move would increase confidence and trust in the Council among the membership of the ASA. Also emphasized was that meetings would be accessible only to those in the immediate geographic vicinity of Council meetings so that open Council sessions would be gesture more than reality. Concern was expressed that Council members would be influenced by the presence of visitors and observers and that this move could lead to further politicization of council deliberations. Several alternatives were suggested such as recording Council meetings on cassettes which could be made available or holding an open Council session during the Annual Meeting.

SUBSTITUTE MOTION: Whereas it has been noted by several members of Council that significant numbers of members have expressed a lack of confidence in the credibility of their officers and the responsiveness of the instruments of governance of their Association.

BE IT THEREFORE RESOLVED that the President and Executive Officer are instructed to appoint a committee to survey the quantity and quality of exchange between the membership and Council and other officers of the Association. This committee shall conduct surveys, formal and informal, and report its findings along with recommendations on improving communications and increasing confidence and trust in the relations of the membership and the Association.

After discussing the organizational, logistic, and financial difficulties raised by this motion, it was defeated by a vote of 10 to 3. President Lee appointed a subcommittee of Alex Inkeles, Joseph Fichter, Mel Kohn, and chaired by Pamela Roby. At a later point in the meeting, this subcommittee reported their deliberations to the Council and offered the following motion:

MOTION: In the interest of increasing the openness of its deliberations and the effectiveness of its communications with the members of ASA, Council instructs the President to appoint a subcommittee of the Council to propose a set of recommendations to the next meeting of Council for establishing mechanisms to meet these objectives in ways that will be consonant with the basic values of privacy in deliberations affecting individuals and candor and integrity in the deliberations of Council. Motion carried.

President Lee requested the members who had served on the subcommittee to continue working on this issue and to report at the December Council meeting.

9. **Report of the Committee on the Executive Office and Budget:** Secretary Form transmitted three documents to Council from the Committee—the Auditor's Report prepared by Alexander Grant and Company for the year ending June 30, 1975; supplemental information on the fiscal years 1965 to 1975 also prepared by the Auditors; and a proposed budget for the period of July 1, 1975 to December 31, 1975.

a) The first item, the annual audit, reported annual revenues of \$907,113 and expenditures of \$887,493, thus showing

an excess of revenue over expenses of \$19,620. This result was gratifying since a deficit budget had been presented and approved by Council in August, 1974 and, as late as March, 1975, a deficit was still anticipated. Secretary Form also reported that the Internal Revenue Service has ruled that profit from sales of mailing lists are taxable. A tax assessment of \$3,000 for 1975 therefore reduces the 1975 increase of association equity from \$19,620 to \$16,620. A retroactive tax assessment of \$3,700 for the 1974 fiscal reduced the previously reported increase of association equity for that year from \$60,652 to \$56,952. Furthermore, an additional \$8,877 had been retroactively assessed against the fiscal years 1971 to 1973. Following the presentation of this data, the supplemental fiscal information was discussed with particular emphasis on trends.

MOTION: That Council accept the 1975 audit as presented. Motion carried.

b) Secretary Form then reported that the EOB Committee recommends changing the ASA fiscal year to a calendar year basis effective January 1, 1976. This recommendation implies a six month interim budget covering the period July 1, 1975 to December 31, 1975. The recommendation is based on the desirability of coordinating fiscal and membership years and implementing an improvement in the budgetary planning capability of the Executive Office. The difficulty of predicting journal budgets, at this time, due to changes in journal subscriptions based on member choices make this a particularly good time for this change. Approval by the Internal Revenue Service is required for this action.

MOTION: That the fiscal year of ASA be changed to the calendar year provided IRS approval is obtained. Motion carried.

c) Council then reviewed the proposed six months budget. This budget calls for income of \$482,785 and expenditures of \$512,421 resulting in an anticipated deficit of \$29,636. Form reminded the Council that this estimate was unusually firm since income and expenditures for this period are practically determinable and since two months had already passed thus representing one third of the budget period. EOB committee had discussed with the Executive Office staff various possible economy measures which would only yield a small reduction of the deficit.

MOTION: That Council approve six month budget as presented. Motion carried.

d) Secretary Form requested Council action enabling the Executive Officer and the Administrative Officer to act as Association agents.

MOTION: The Council of the American Sociological Association designates Hans O. Mauksch, Executive Officer, and Alice F. Myers, Administrative Officer, as official agents of the Association in conducting the day-to-day business affairs of this organization. As chief operating administrators, they have the authority to sign all documents such as checks, investments, contracts, reports to taxing authorities, and any other necessary. Motion carried.

e) Council then discussed various savings which had been adopted both by the Executive Office and Budget and Publications Committees.

1. Discontinuing free reprints to authors. Henceforth authors will receive one free issue of the appropriate journal; reprints will continue to be available for a fee.
2. Discontinuing the return of manuscripts to authors.
3. Transferring responsibility for galley proofing to editorial offices. Authors would receive a copy of final edited manuscript with assurance of no further editorial changes.
4. Limiting the covers of all ASA Journals to one basic ink color.
5. Discontinuing editorial honoraria.

Council discussed these items, particularly the issue of honoraria.

MOTION: That honoraria for future editors and for the ASA Secretary be discontinued. Motion carried.

MOTION: That Council convey appreciation to William Form for having generously donated his honorarium to the ASA. Motion carried.

f) Secretary Form asked the Executive Officer to report on plans for seeking funding for several projects as approved by the EOB committee. The first of these involved the development of a teaching resource network by training a cadre of teacher specialists in undergraduate sociology. This project grew out of the work of one of the task groups of the Project on Teaching Undergraduate Sociology. Interest in this proposal had been already expressed by a private foundation.

MOTION: That Council approve the preparation and submission of the proposal to the appropriate funding agency. Motion carried.

The second proposal involved funding for a program of ASA Internships. These interns, three in number at any one time, would work out of the Executive Office and be involved in the public and governmental presentations and relationships of sociology, in the interface between sociology and other disciplines, programs, and agencies. This proposal has also been discussed with a foundation.

MOTION: That Council approve the preparation and submission of a proposal for support of three ASA Internships to an appropriate agency. Motion carried.

g) Form reported that selected papers, representing the theme of the 1975 Annual Meeting were being organized and edited by Lewis A. Coser and Otto N. Larsen. This collection is to be published as an ASA publication.

MOTION: That Council authorize the Executive Officer to negotiate a contract for the publication of a volume edited by Coser and Larsen. Motion carried.

h) The Secretary informed Council that the Committee on the Status of Racial and Ethnic Minorities in Sociology will, in the near future, complete the manuscript for the Handbook for Minorities.

MOTION: That Council approve the publication of the Handbook for Minorities after approval by a subcommittee of Council and the Committee on Publications. Motion carried.

Council chose Peter Rose, Lewis Killian, and Pamela Roby to serve with appointees of the Committee on Publications as a review committee for the handbook.

MOTION: That Council authorize the President, in consultation with the Executive Officer, the Committee on Racial and Ethnic Minorities, and the Handbook Review Committee to select someone to edit the manuscript when approved. Motion carried.

10. **Committee Appointments:** Council received the report of the chair of the Committee on Committees. Based on the recommendations contained in the report, Council selected members to serve on 13 committees and as Representatives to various associations and agencies. Council authorized the Executive Office to proceed with contacting nominees and processing appointments. Once consent has been gained from the appointees, the complete committee roster, effective January 1, 1976, will be published in FOOTNOTES. Council discussed the implications of changes in the ASA Constitution as they affect the conduct of the Business Meetings at the Annual Meetings. Since the new procedures were considered to have considerable implications for policy, Council appointed a subcommittee to recommend practices and policies. Kai Erikson, chair, and Renee Fox will represent Council. Three additional individuals, invited from a list selected by Council, will serve on this committee. (Since the Council Meeting, Gaye Tuchman, Gillian Lindt, and Albert McQueen have agreed to serve.)

11. **Report of the Committee on Publications:** Secretary Form presented the slate for editors of *Sociometry*, *Rose Monographs*, and *Sociological Methodology*. Council discussed the nominations and voted for candidates for editors of these three publications. Since the remainder of the Publications committee agenda essentially coincided with the agenda of the EOB Committee its substance had been already discussed earlier in the Council meeting.

12. **Participation on Annual Meeting Program:** **MOTION:** That henceforth no one may be listed on the program unless he/she is a member of the Association and has prepaid registration. Certain dispensations are permissible for special individuals who may be outside the discipline, such dispensation to be determined by the Chair of the Program Committee and Executive Officer. Motion carried.

13. Council devoted a half day period to the beginning of long range planning by meeting in three separate task groups addressing the specific agendas of Development, Dissemination, and Utilization. Each of these three groups spent this time exploring their mission and developing their assignment. These discussions will be scheduled for each of the forthcoming Council Meetings, resulting in position statements in June. A report of these activities of Council will be published in FOOTNOTES.

14. **Schedule of Council Meetings:** Council agreed on the following schedule for its 1975/76 meetings.

- 1) December 5 and 6, Washington, D.C.
- 2) March 6 and 7, Washington, D.C.
- 3) June 4 and 5, Washington, D.C.

15. The meeting was adjourned at 4:30 p.m. Sunday, August 31, 1975.

Respectfully submitted,
William H. Form
Secretary