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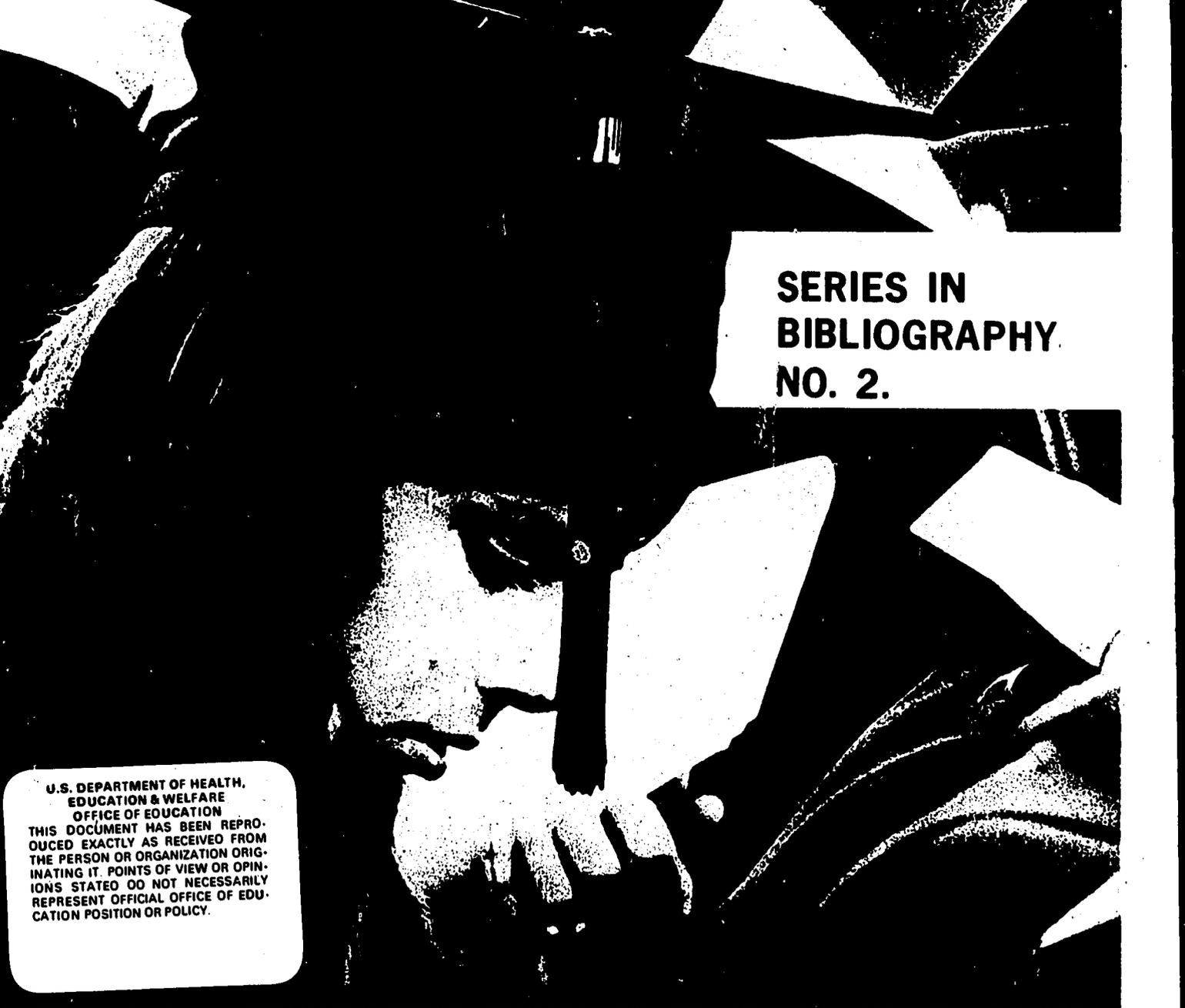
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ABSTRACT

This selective annotated bibliography surveys the literature concerning women and their status in higher education. Women in higher education in this bibliography refers to women faculty and staff members, administrators, librarians, and students, excluding only those women in non-academic positions. The major groups of literature cited in the bibliography include: books, periodical articles, ERIC documents, government publications, dissertations, and ephemera. (HS)



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**STATUS OF WOMEN
IN HIGHER EDUCATION
SELECTIVE BIBLIOGRAPHY**

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STATUS OF WOMEN IN HIGHER EDUCATION:

1963-1972

A Selective Bibliography

compiled by

Linda A. Harmon

Series in Bibliography No. 2

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INTRODUCTION

Major Federal legislation in 1963 and 1964 drew the nation's attention to women's inherent rights. The Equal Pay Act of 1963, requiring that men and women receive equal pay for equal work, excluded from coverage the administrative, executive, and professional employees within the academic community. Title VII of the Civil Rights Act of 1964, which made it illegal to discriminate on the basis of sex, excluded these same groups. Passage of this legislation emphasized the need to re-evaluate women's positions in society. The result of this re-evaluation has been a proliferation of materials about women's rights, making it difficult for those individuals concerned with the field of higher education to search out pertinent information. This selective bibliography surveys the literature concerning women and their status in higher education. Previous bibliographic coverage has formed only a part of longer bibliographies on women. Only those materials examined by the compiler are included, the exception being dissertations reviewed through Dissertation Abstracts.

Women in higher education in this bibliography refers to women faculty and staff members, administrators, librarians, and students, excluding only those women in non-academic positions. Higher education denotes post high school institutions: junior or community colleges, four-year colleges, and

universities. Publications relating to the history of women and women in the labor force have been included to provide the background knowledge necessary for an understanding of the status of women in higher education. Bibliographic coverage, limited to the United States, excludes publications dealing only with racial discrimination against women. Beginning with the Equal Pay Act of 1963, it concludes with the Equal Rights Amendment and the Equal Employment Opportunity Act of 1972.

The major groups of literature cited in the bibliography include: books, periodical articles, Educational Resources Information Center documents (ERIC), government publications, dissertations, and ephemera. The importance of the ephemera--pamphlets, memoranda, unpublished articles, draft chapters for books--should be stressed, for they often provided detailed information not found in other sources. Citations are arranged alphabetically by author or title within each major category; annotations are provided for books, dissertations, and government publications, ephemera, and articles of five or more pages. Roman numerals to the left of each entry indicate subject areas covered. Abstracts of ERIC documents are readily obtained in Research in Education, and were therefore not annotated. The compiler has relied principally upon publications in the fields of education, law, and the social sciences.

This bibliography should be of reference help to personnel officers and other administrators in higher educational institutions, women directly involved in higher education, women in general, and all individuals interested in the advancement of equal rights for women. The bibliography provides access to materials relating to women's status today, historical perspective, and future ramifications.

The social and domestic functions of women's role began to change with the Industrial Revolution in the last decades of the 18th century. The founding of Oberlin Collegiate Institute in 1833, later chartered as Oberlin College, marked the first entrance of women in 1837 as candidates for degrees to an institution of full collegiate rank. Antioch College, chartered in 1853, and Elmira College in 1855, also provided women an opportunity for a college education. The mid-19th century saw the establishment of colleges designed specifically for women, as well as coeducational institutions. Vassar College, chartered in 1861, has been termed, "the oldest of the well-equipped and amply endowed colleges for women in the United States".

The Civil War largely deprived colleges of their male enrollment, necessitating the admission of women for survival's sake. The history of the period following the Civil War records one state university after another

admitting women to full membership. The establishment of women's colleges was followed by the land-grant college movement which initiated the female field of study--home arts.

The educational attainment of women has risen steadily since 1900, reflected in the increase in the number of women enrolled in colleges in degree-credit courses--relative to the number graduating from high schools. This increase in women first-time enrollees has expanded the number of bachelor, masters, and doctoral degrees earned by women. The greatest growth in advanced degrees awarded occurred between 1900 and 1930, with a less dramatic, but relatively steady rise from 1930 to 1960.

The future status of women students and employees in institutions of higher learning will depend upon the nation's economic health; the changing role of women, and the changing attitudes toward women. The status of women will also be affected by executive orders and the decisions of courts and administrative tribunals.

Studies of the employment of women in institutions of higher education are not isolated from the entire force of working women. A relatively small number of women are in the professions. Women faculty and staff, administrators, and librarians are only a part of this total. Comparative statistics exist for the number of women employed in different

occupations and their salaries and rankings.

For this bibliography the term the faculty includes research associates and lecturers, and those individuals who range in academic rank from instructor to professor. The administrators help establish and implement policies for institutions of higher education. Since 1930 the percentage of women faculty and administrators has declined. Professor Edwin C. Lewis, Department of Psychology, Iowa State University, states that 28 percent of college faculties were women in 1940 falling to 22 percent in 1960, with only 10 percent of the women being in prestigious universities ("Women in graduate school."). Researchers have verified the greater the proportion of women students in an institution of higher education, the greater the number of women faculty.

The literature cites anti-nepotism rules, ostracism by male colleagues, lack of maternity leaves, difficulty in obtaining part-time positions, and a shortage of day-care centers as some of the barriers confronting women faculty and administrators. Anti-nepotism regulations, explicitly stated or not, forbid the employment of relatives in comparable positions at the same institution. Originally enacted to protect colleges and universities from the pressures of having to hire individuals with influential connections, the rules vary in degree, but most generally operate to exclude spouses--with the wife as the usual loser. Colleges and uni-

versities in the past have been reluctant or unwilling to allow leaves of absence or provide part-time employment when women cannot pursue their careers on a full-time basis.

Adequate provision for child-care centers could help alleviate the part-time employment problems faced by women.

Studies in this bibliography indicate that women seem to be concentrated at the bottom of the academic hierarchy and appear not to be promoted as quickly or as often as their male colleagues. Bernice Sandler's "Discrimination against women in higher education", documents this with the following: Women constitute 32 percent of the instructors, 19 percent of the assistant professors, 15 percent of the associate professors, and 8 percent of the full professors.

Equating the qualifications of men and women, she states that one study found that 90 percent of the men with Ph.D.'s and at least 20 years of academic experience are full professors, whereas barely half of the women with the same qualifications have attained that rank.

Inequities in women's salaries seem to be more severe than discrimination regarding tenure and promotion. Alan Bayer and Helen Astin in "Sex differences in academic rank and salary among science doctorates in teaching", provide data to support the existence of salary differentials in both beginning and later academic positions, regardless of major field specialty, work setting, or academic rank. Discrimina-

tion in fringe benefits is also cited in the literature. One example involves retirement funds. Based upon the fact that women live longer than men, policies pay women lesser monthly dividends than men when they retire, even though they will have contributed the same amount as their male counterparts.

Articles containing statistics on the number of women faculty and staff, administrators, and librarians by type of institution, professional level, and geographical location reveal career patterns. A woman's career pattern begins when she first enters the labor force after receiving a degree. Her previous educational experience, socio-economic background, personal preferences, place of employment, time distribution in these places, changes in employment category, geographical shifts, demographic trends, and marital status may affect her opportunity to begin a pattern or change it. The National Research Council and the National Academy of Sciences jointly published two important reports on career patterns of women: 1. "Careers of Ph.D.'s: Academic vs Non-Academic"; 2. "Profiles of Ph.D.'s in the Sciences".

Women are numerically dominant in academic libraries even though the ratio of men to women is higher than in libraries of other types. In "The widening sex gap", Anita Schiller states, "Given existing conditions, women librarians are likely to become increasingly disadvantaged in relation to men". She documents her statement with studies--one in

1930 reporting 74 large colleges and universities to have 19 women and 55 men chief librarians. A check of these same positions in this decade revealed 4 women and 70 men chief librarians. She emphasizes that employment problems encountered by working women in all professional fields affect a greater percentage in the library world because of its relatively higher proportion of women.

Discussion thus far has centered on women faculty and staff, administrators, and librarians, but it should be recognized that they are only a small part of the total female population of our educational communities. A larger portion includes those women enrolled for undergraduate or graduate degrees. An examination of the admissions process gives some insight into the status of women students. A closer scrutiny of grades and motivation seems to be used for women in the admissions process. This is particularly evident in the quota systems of our country's medical and law schools. The percentage of women admitted to U.S. medical schools, when compared with the proportion applying, has declined as indicated in the U. S. Women's Bureau's "Facts on prospective and practicing women in medicine", which lists the number of women applying for admissions as more than tripling between 1929-30 and 1965-66, while the number of men applicants increased by 29 percent.

A woman's educational career may be interrupted and whatever the reason, she often finds it difficult to complete her education. This factor necessitates the examination of continuing education. In the context of this bibliography, continuing education refers to the opportunities for women to resume their education after a period of absence. Dr. Kathryn Clarenbach in her article, "Can continuing education adapt?", observes that "Just as the women themselves come in all ages, levels of education and motivations, so the programs represent a vast range of content, structure, philosophy and approach".

Legislative, judicial, and administrative actions have been generally misunderstood in the study of the status of women in higher education. The compiler has searched legal sources to provide citations on these actions. Selected articles concerning the Equal Pay Act of 1963 have been included. Most materials pertain to Title VII of the Civil Rights Act of 1964 and Executive Order 11246, as amended by Executive Order 11375. Citations also refer to the equal protection clause of the Fourteenth Amendment, the Higher Education Act of 1970, and the Equal Rights Amendment and Higher Education Act of 1970, and the Equal Rights Amendment and Higher Education Act (Education Amendments) of 1972.

Title VII of the Civil Rights Act of 1964 (PL 88-352, 78 Stat. 241) forbids discrimination in employment based on

race, color, religion, national origin, and sex. Until amended in March 1972 by the Equal Employment Opportunity Act (PL 92-261), Section 702 exempted every "educational institution with respect to the employment of individuals connected with the educational activities of such institutions". Faculty and other professional staff were excluded from coverage. Title VII now applies to all educational institutions, both public or private with fifteen or more employees, whether or not they receive Federal funds.

Individuals desiring action have looked to Executive Order 11246, as amended by Executive Order 11375. The former forbids discrimination by all Federal contractors on the basis of race, color, religion, and national origin. The latter amends the original order to include discrimination based on sex. Unlike Title VII before its amendment, educational institutions are not exempt from these Orders. Presidential Executive Orders forbidding discrimination by Federal contractors have existed since the administration of Franklin Roosevelt, but not until Executive Order 11246 as amended, did they pertain to discrimination because of sex. An Executive Order does not have the status of law and can be amended or suspended by each administration.

Until January of 1970, little positive action resulted from these Orders. At that time the Women's Equity Action League initiated class action against more than 100 universi-

ties. Since this time other universities and colleges have been charged; a listing appears in Appendix II of this bibliography. The Office of Federal Contract Compliance reviews charges. Their published sex-discrimination guidelines appear in the Discrimination Against Women hearings. A complaint against an institution holding Federal contracts is filed with the Secretary of Health, Education, and Welfare. The institution is notified by one of the HEW regional offices and an investigation by the HEW Contract Compliance review team is scheduled. A "letter of findings" detailing results of the investigation is presented to the institution. The institution must make a written commitment to correct deficiencies noted in the findings and a written plan for doing so within 30 days after date of the "letter of findings". HEW can delay awarding new contracts at any point during the compliance review. Institutions must move into compliance if they want Federal contracts.

Executive Order 11246 as amended, requires institutions holding Federal contracts totaling \$10,000 or more to "take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, national origin, or sex". Affirmative action refers to written plans by institutions of higher education providing analysis of current employment of minority and female employees and specific nu-

merical goals, with timetables for correcting existing discrimination. A model affirmative action plan is presented in Ann Scott's, "The Half-Eaten Apple".

Although many universities have not written specific affirmative action plans, they have established outlines of future policies or conduct. References to these guidelines, recommendations, and goals, as well as formal statements issued by such organizations as the United Nations and the American Association of University Women, may be found in this bibliography.

Each Congress since 1923 has considered Constitutional amendments providing equal rights for men and women. The Task Force on Women's Rights and Responsibilities appointed by President Nixon in 1969, advocated the passage of an equal rights amendment. In February of 1970, Nixon's appointed Citizens' Advisory Council on the Status of Women announced its endorsement of this amendment. March and June 1972 saw significant legislative accomplishments for the women's rights movement with the passage of the Equal Rights Amendment, the Equal Employment Opportunity Act, and the Higher Education Act. The Equal Rights Amendment to the Constitution insures that "equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex, therefore insuring that education and equal employment opportunity in publicly supported

institutions would be denied to no individuals on the basis of sex". Ramifications of the Equal Rights Amendment applicable to women in higher education are discussed in several publications and are particularly well covered in the Equal Rights Amendment hearings.

The Equal Employment Opportunity Act of 1972 extends coverage under Title VII of the Civil Rights Act of 1964 to include employees of educational institutions. The Higher Education Act of 1972 bans sex bias in all graduate admissions to coeducational, public colleges, exempting the undergraduate admissions of private colleges and institutions controlled by religious organizations if the ban would be inconsistent with religious beliefs. A transition period to comply with the anti-discrimination ban is afforded to institutions in the process of adopting coeducation.

Betty Friedan, author of the Feminine Mystique and founder of the National Organization for Women, once remarked, "It's about time we studied herstory instead of history". She may have been suggesting the need for women's studies in our educational system. Curriculum expansion in institutions of higher learning during the past few years has included courses about women such as: the history of women, the image of women in literature, the sociology and psychology of women, women's role in society past and present, and women and education. Student initiative, faculty support,

pressure from women's caucuses of professional organizations, and the general demand for relevance have created a favorable climate for these changes in curriculum. San Diego State inaugurated a women's studies program offering ten courses each semester. Associate Professor Rose Sommerville, Department of Sociology and School of Family Studies of San Diego State University, feels we can expect to see masters' and doctoral dissertations that search for materials on women in historical documents, government statistics, anthropological studies, works of art, and theoretical assumptions. She also sees further efforts by publishers in bringing together the articles on women appearing in professional journals ("Women's studies.").

Women on campuses and in the professions are organizing to examine the status of women in higher education. Recommendations have been made, and corrective measures are already being pursued. Once termed the "forgotten sex", women students, faculty and staff, administrators, and librarians are striving for their rightful place in the world of higher education.

The compiler welcomes constructive criticism and comments on this publication of the Iowa State University Library Series in Bibliography. Future bibliographies and supplementary cumulations may benefit from reader correspondence. The compiler is indebted to the Library and its Director for the encouragement and support given during the compilation of the bibliography, and especially acknowledges the Iowa State University Computation Center for its assistance with the Library's first computer-printed bibliography--as well as the Iowa State University Photo Service and Media Graphics Center for the art work.

Linda A. Harmon

SUBJECT HEADINGS FOR THE
STATUS OF WOMEN IN HIGHER EDUCATION

- I. History of Women
- II. Women in the Labor Force
- III. Higher Education--Background and History
- IV. History of Women in Higher Education
- V. General
- VI. Women Professors and Administrators--Barriers
and Discrimination
 - A. Employment
- VII. Women Students--Barriers and Discrimination
- VIII. Women University Librarians
- IX. Educational Attainment
- X. Continuing Education
- XI. Career Patterns
- XII. Legislation
- XIII. Judicial and Administrative Action
- XIV. Affirmative Action, Guidelines, Goals, Recommenda-
tions
- XV. Equal Rights Amendment
- XVI. Women's Studies
- XVII. Bibliographies

BOOKS

- V
Andreas, Carol.
Sex and Caste in America. Englewood Cliffs, N.J.: Prentice-Hall, 1971.
Examines the personally-limiting conditions under which people live and suggests some of the possibilities that exist for changing those conditions. The education process in contemporary America is described in Chapter 2.
- II, VI, XI
Astin, Helen.
The Woman Doctorate in America: Origins, Career, and Family. New York: Russell Sage Foundation, 1969.
As stated in the introduction, Dr. Astin considers three basic aspects of the career development of women doctorates: 1. Their patterns of choice, 2. Career development and work patterns, and 3. Occupational achievements and rewards.
- IV, X, IX
Astin, Helen; Nancy Suniewick; and Susan Diveck.
Women: A Bibliography on Their Education and Careers. Washington, D.C.: Human Service Press, 1971.
Annotated bibliography which includes the following chapters related to women in higher education: 1. Women in the world of work, 2. History and economics of women at work, and 3. Continuing education of women.
- II
Bancroft, Gertrude.
The American Labor Force. New York, New York: John Wiley and Sons, Inc., 1958.
Introduction to the measurement, composition, and growth of the nation's labor force.
- III, VI, VII
Berelson, Bernard.
Graduate Education in the United States. New York, New York: McGraw-Hill, 1960.

Reviews the history of graduate education and its institutions in an attempt to interpret major trends and active issues.

IV, VI, XI

Bernard, Jessie.

Academic Women. University Park, Pennsylvania: Pennsylvania State University Press, 1964.

Sociological study of academic women which surveys the history of academic women, analyzes their motivations, backgrounds, and career patterns, and evaluates their contributions.

II, XI

Bernard, Jessie.

Women and the Public Interest: An Essay on Policy and Protest. Chicago, Illinois: Aldine, 1971.

Examines the areas of public interest, manpower development, and utilization; the concepts of self-fulfillment and sex roles; and the women's liberation movement.

VI, VII
VIII, XII

Biró, Caroline.

Born Female. New York, New York: David McKay Co., 1968.

Contends that the price of occupational success is made so high for women, that barring exceptional luck, only the unusually talented or frankly neurotic can afford to succeed.

III, XVII

Blessing, James H.

Graduate Education: An Annotated Bibliography. Washington, D.C.: U.S. Department of Health, Education, and Welfare. Office of Education, 1961.

Also as: U.S. Office of Education. Bulletin. 26, 1961.

Surveys studies and commentaries dealing with graduate education covering the period, 1957-1960.

III, VIA

Brown, David G.

The Mobile Professors. Washington, D.C.: American Council on Education, 1967.

Economic analysis of the job-changing professors for the purpose of formulating policy recommendations to enable a more efficient allocation of professorial talent, and to develop a wage-employment theory that is not confined to the blue collar markets. Pages 76-82 discuss discrimination against women and consider reasons for this discrimination.

III

Brubacker, John S., and Willis Rudy.

Higher Education in Transition: A History of American Colleges and Universities, 1636-1968. New York, New York: Harper and Row, 1968.

XII

Bureau of National Affairs.

The Civil Rights Act of 1964: Text, Analysis, Legislative History; What It Means to Employers, Businessmen, Unions, Employees, Minority Groups. Washington, D.C.: Bureau of National Affairs, 1964.

An operations manual which explains the background, meaning, and effect of Titles II, VI, and VII of the Civil Rights Act of 1964.

VIA

Caplow, Theodore.

Academic Marketplace. New York, New York: Basic Books, 1958.

Analysis of personnel practices in American universities in the 1950's. Women are mentioned only on pages 111-112.

IV, XIV

Cutler, John H.

What About Women? New York, New York: Ives-Washburn, 1961.

Chapter 7 of this book, "Women Finally Go to School" reviews the changes occurring in the status and position of women during the present century.

I

Davis, Paulina.

A History of the National Woman's Rights Movement for Twenty Years: 1850-1870. New York, New York: Journeymen Printers Co-operative Association, 1971.

I De Beauvoir, Simone.
Second Sex. New York, New York: Alfred A. Knopf, 1968.
Historical and psychological discussion of women in the world.

X Dennis, Lawrence E., ed.
Education and a Woman's Life: The Itasca Conference on the Continuing Education of Women. Washington, D.C.: American Council on Education, 1963.
Proceedings of the conference dealing with the resistance to continuing education for women, the needs for the education, and new directions to be followed.

VI, XII, XIII Dorsen, Norman.
The Rights of Americans: What They Are--What They Should Be. New York, New York: Pantheon Books, 1971.
Sections include: 1. The Right to the Essentials of Life, 2. The Right to Influence Government or Public Opinion, 3. The Right of Personal Autonomy, 4. Rights Against Government Process, 5. The Rights of Particular Groups.
Page 521-545 discuss the rights of women.

III, VI Dunham, Ralph E., et. al.
Teaching Faculty in Universities and Four-Year Colleges. Washington, D.C.: U.S. Office of Education, 1966.
Report of a study of the status and career orientation of college faculty including statistics and discussion on general characteristics, academic specialization, earnings, and others.



- V Epstein, Cynthia, and William J. Goode.
The Other Half: Roads to Women's Equality. Englewood Cliffs, New Jersey: Prentice-Hall, 1971.
 Collection of essays by prominent analysts of women's equality.
- V Epstein, Cynthia F.
Woman's Place: Options and Limits in Professional Careers. Berkeley, California: University of California Press, 1970.
 Focuses on the lack of participation of women in the prestigious occupational spheres, concentrating on the social factors which assign women to their place and keep them there.
- VII, XI Farber, Seymour, and Roger Wilson, eds.
Challenge to Women. New York, New York: Basic Books, 1966.
 Explores the attitudes and responsibilities of women as family arbiters during the period of the "population explosion". Chapter 10 concerns education.
- II, IX Ferriss, Abbott L.
Indicators of Trends in the Status of American Women. New York, New York: Russell Sage Foundation, 1971.
 Data compares the relative status of men and women including among others, education, labor force, and employment status.
- I Flexner, Eleanor.
Century of Struggle: The Woman's Rights Movement in the United States. Cambridge, Massachusetts: Belknap Press of Harvard University Press, 1959.
 A history of the woman's rights movement.
- III, IX Folger, John K.

Education of the American Populations.
Washington, D.C.: U.S. Bureau of the Census,
1967.

Based on Census data, the book describes the educational status of the American population over time, and analyzes the relationship of school enrollment and educational attainment to other social and economic characteristics of the population.

II, III, VIA
VII, IX, XI
XIV

Folger, John K.; Helen S. Astin; and Alan E. Bayer.

Human Resources and Higher Education.
New York, New York: Russell Sage Foundation,
1970.

Analyzes supply-and-demand trends in the arts and sciences and several other professions. Examines the factors that help determine the number of graduates in each field. Discusses issues which arise in connection with women, persons from lower socio-economic levels, and the foreign-born or foreign-educated. Reviews ways in which manpower market mechanisms operate to adjust supply and demand.

III, IV, VII

Freedman, Mervin.

The College Experience. San Francisco, California: Jossey-Bass, 1967.

Explicates barriers within and without the college which must be eliminated before our society can benefit most from college education. Chapter 4 concerns the education of women.

V

Garskof, Michele H.

Roles Women Play: Readings Toward Women's Liberation. Belmont, California: Brooks/Cole Publishing Co., 1971.

Collection of readings considering the roles that women play in our society today, the socialization of women, and proposals for changing the differential treatment of girls and boys, women and men.

V, IV

Ginzberg, Eli, et. al.

Life Styles of Educated Women. New York, New York: Columbia University Press, 1966.

Presents results of a research investigation of the career development of a group of fellowship winners. Chapter 3 concerns itself with education.

IV

Goodsell, Willystine, ed.

Pioneers of Women's Education in the United States: Emma Willard, Catherine Beecher, Mary Lyon. New York, New York: McGraw-Hill, 1931.

An account of women pioneers in American education and the part they played in its historical development. Focuses on three individuals: Emma Willard, Catherine Beecher, and Mary Lyon.

I

Gornick, Vivian, and Barbara Moran, eds.

Women in Sexist Society. New York, New York: Basic Books, 1971.

Collection of essays gathered for the purpose of demonstrating that woman's condition is the result of a slowly formed, deeply entrenched, extraordinary pervasive cultural decision.

Chapter 25, pp. 419-435 includes excerpts from the experiences of women students attending Bryn Mawr.

III, IV

Griender, Calvin, and Stephen Romine.

American Education. New York, New York: Ronald Press Co., 1965.

Textbook which introduces and orients one to the major problems, policies, practices, and achievements in the field of education.

III

Grigg, Charles M.

Graduate Education. New York, New York: Center for Applied Research in Education, 1965.

Describes the development of graduate education in the arts and sciences in the United States with reference to its origin in European university systems.

I, VI, VII
XII, XV

Hole, Judith, and Ellen Levine.

Rebirth of Feminism. New York, New York: Quadrangle Books, 1971.

Documented record of the reborn feminist movement and the changes it has produced in the consciousness of American women. Chapters on women and education and women and the professions are included.

XVII

Hughes, Marija.

The Sexual Barrier: Legal and Economic Aspects of Employment. San Francisco, California: Hastings College of Law, 1970.

Covers the laws and conditions governing the employment of women.

III, IV, VII

Jencks, Christopher, and David Riesman.

The Academic Revolution. Garden City, New York: Doubleday, 1968.

Historical and sociological analysis of American higher education.

XII, XIII
XV

Kanowitz, Leo.

Women and the Law. Albuquerque, New Mexico: University of New Mexico Press, 1969.

Identifies sex-based legal discrimination and examines the sociological conceptions and misconceptions underlying the discrimination. Chapter 4 presents the background, sex provisions, and scope of the Civil Rights Act of 1964. Chapter 5 covers the relationship between the Equal Pay Act of 1963 and Title VII. Chapter 6 includes constitutional aspects of sex-based discrimination in American law.

III, IV

Knight, Edgar W.

Education in the United States. New York, New York: Greenwood Press, 1951.

Reports major educational developments in the United States. Includes a listing of supplementary readings at the end of each chapter.

III

Kraditor, Aileen S.

Up From the Pedestal: Selected Writings in the History of American Feminism.

Chicago, Illinois: Quadrangle Books, 1968.

Anthology of documents representing the principal emphases of the feminist movement in each period of its history.

II, VI, VII

Kreps, Juanita.

Sex in the Marketplace: American Women at Work. Baltimore, Maryland: Johns Hopkins Press, 1971.

Reviews the literature on the subject of women's labor force activity. Examines when women work, at what jobs, and under what arrangements. Chapter 3 considers women in academia through discussion of recipients of educational degrees, academic rank and salary, and institutional bias.

V

Lewis, Edwin C.

Developing Women's Potential. Ames, Iowa: Iowa State University Press, 1968.

Relates employment patterns, barriers to female employment, and recent history of female employment. Discusses drawbacks employers face in hiring women.

III

Lieberman, Myron.

Education as a Profession. Englewood Cliffs, New Jersey: Prentice-Hall, 1956.

Sets forth criteria for a profession and describes and analyzes the status of education with respect to this criteria.

VIA, VII

Lopate, Carol.

Women in Medicine. Baltimore, Maryland: Johns Hopkins Press, 1968.

Provides information useful in discussions of the issues concerning women in medicine, for making realistic career decisions, and for improving the system. Chapter 5, "Women in men's schools," and tables in the appendices are of special interest to users of this bibliography.

VII, IV

McGuigan, Dorothy.

A Dangerous Experiment: 100 Years of Women at the University of Michigan. Ann Arbor, Michigan: Center for Continuing Education of Women, 1970.

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XII, XIII

Fuentes, Sonia P.

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VI, XII

Fuentes, Sonia P.

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Graham, Patricia A.

"Women in academe." Science.

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Constantina. Toward a Sociology of Women.
pp. 261-276.

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higher education. Analyzes the current situ-
ation, providing possible explanations for
this situation and suggesting corrective
measures.

VI, VII

Green, Edith.

"Unequal women." College Management.
5: 2-3. August 1970.

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Green, Edith.

"Unreasoning prejudice hinders
attainment of women's dreams." Delta Kappa
Gamma Bulletin. 37: 8-17. Fall 1970.

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proposed Equal Rights Amendment.

VIA, VII

Greenfield, Lois B.

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Griffiths, Martha.

"The law must reflect the new image of
women." Hastings Law Journal. 23(1): 1-14.
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eliminate sex discrimination. Highlights the
need for federal legislation, mainly an equal
rights amendment.

VIA, XIII

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on civil rights."

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4-5. February 4, 1972.

V, VII

Harris, Ann S.

"Second sex in academe." American Asso-
ciation of University Professors. Bulletin.

56 (3): 283-295. September 1970.

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VI, VII

Hawkins, Ruth R.

"Odds against women." Change in Higher Education. 1: 34-36. November-December 1969.

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XII

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"Highest percentage of women teachers at two-year colleges." Higher Education and National Affairs. 19: 5. July 17, 1970.

I, XII, XIII

Hodes, W. William.

"Women and the Constitution: Some legal history and a new approach to the Nineteenth Amendment." Rutgers Law Review. 25 (1): 26-53. Fall 1970.

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VIII

Holden, Miriam Y.

"Status of women librarians." Antiquarian Bookman. 36: 647-648. August 23, 1965.

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VII, XIV

Howe, Florence.

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14: 49-55. August-September 1969.
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Howe, Florence.

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VIA, VII

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- VI, VII Jacobson, Robert L.
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- VIA, VII Johnson, Valerie M.
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- XII, XIII Kanowitz, Leo.
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 Law Review. 48: 131-182. November 1968.
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 constitutional attacks upon sex-
 discriminatory laws.
- II, XII Kanowitz, Leo.
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 law: Title VII of the 1964 Civil Rights Act
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 Journal. 20: 305-360. November 1968.
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 Equal Pay Act of 1963 and Title VII of the
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 history, scope, and operation.
- VI Kaufmann, Susan G.
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 30, 1970.
- XIII, XIV Kiley, Owen P.
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 University Personnel Association. Journal.
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 Order 11246, its contract compliance program,
 the compliance review, and a positive program
 approach used by one of the major educational
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affirmative equal employment program for other than faculty employment.

XII, XIV, XV

Koontz, Elizabeth.

"The Women's Bureau looks to the future." Monthly Labor Review. 93: 3-9. June 1970.

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VI

Kresge, Pat.

"The human dimensions of sex discrimination." American Association of University Women Journal. 64(2): 6-9. 1970.

XV

Kurland, Philip.

"The Equal Rights Amendment: Some problems of construction." Harvard Civil Rights--Civil Liberties Law Review. 6(2): 243-252. March 1971.

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VIA

La Sorte, Michael A.

"Academic women's salaries: Equal pay for equal work?" Journal of Higher Education. 42: 265-278. April 1971.

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XIV

"Labor Department rules bar sex discrimination on federal contract work." Higher Education and National Affairs. 19(21): 4. June 12, 1970.

- XII
Lamber, Julia C.
"Equal rights for women: The need for a national policy." Indiana Law Journal. 46: 373-391. Spring 1971.
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- XII, XIII, XIV Landau, Eliot A., and Kermit Dunahoo.
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- VI, XII
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"Universities told they must grant equal opportunity to women." Chronicle of Higher

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- VIA, VII, XIII Logan, Albert A.
 "Women seek U.S. action on alleged bias at four universities; Harvard investigated." Chronicle of Higher Education. 4(27): 3. April 13, 1970.
- X London, Jack.
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- XII, XV Longwell, Marjorie.
 "The American woman then and now." Delta Kappa Gamma Bulletin. 36(1): 28-32. February 1969.
- XII, XIII "Love's labors lost: New conceptions of maternity leaves." Harvard Civil Rights Law Review. 7(1): 260-297. January 1972.
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- VIA Lyon, Rhee.
 "Married women and the academic tradition." Journal of Higher Education. 35: 251-255. May 1964.
- XII, XIII McDaniel, Richard A.
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have been issued by the administrative agency, problems of judicial interpretation, and the relationship of Title VII to state protective laws.

- VII, VIA, XIII McKay, Robert B.
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- XII, XIII "Mandate of Title VII of the Civil Rights Act of 1964 to treat women as individuals."
Georgetown Law Review. 59: 221-239. October 1970.
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- XII Margolin, Bessie.
 "Equal pay and equal employment opportunities for women." New York University. Conference on Labor. Proceedings. 19: 297-315. 1967.
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- VI Mercer, Blaine E., and Judson Pearson.
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- X Merideth, Elizabeth, and Robert Merideth.
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 Criticizes existing measures intended to meet the needs of women, especially adult women, in universities. Proposes alternative measures which they feel every college and university should consider adopting.
- VIA "Michigan deans approve statement on nepotism."
Higher Education and National Affairs. 20(4): 10. January 29, 1971.
- XIV "Michigan files woman staff goals with HEW."
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- XII Miller, Robert S., Jr.
 "Sex discrimination and Title VII of the Civil Rights Act of 1964." Minnesota Law Review. 51: 877-897. April 1967.
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Moody, Elizabeth A.

"The Constitution and the one-sex college." Cleveland State Law Review. 20: 465-471. September 1971.

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XII, XIII

Moran, Robert S.

"Reducing discrimination: Role of the Equal Pay Act." Monthly Labor Review. 93: 30-34. June 1970.

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VII

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VI, VII, XII
XIII, XIV

Murray, Pauli.

"Economic and educational inequality based on sex." Valparaiso University Law Review. 5: 237-280. 1971.

An overview of sex discrimination with emphasis on inequality in education, in appointments, in income, in promotions, and in tenure. Discusses discriminatory admissions policies. Remedies including judicial approaches, Executive Orders, affirmative action programs, and proposed legislation are included.

- XII Murray, Pauli, and Mary Eastwood.
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- VII Myers, Cora H.
 "Special problems encountered by mature women undergraduates." National Association of Women Deans and Counselors. Journal. 27: 137-139. Spring 1964.
- XII, XIV Nash, Peter.
 "Affirmative action under Executive Order 11246." New York University Law Review. 46: 225-261. 1971.
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- III National Education Association. Research Division.
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- XI National Research Council. National Academy of Sciences.
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- XI National Research Council.

National Academy of Science.

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VI, VII, XIV

Neugarten, Bernice L.

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79(1): 109-114. November 1970.

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VII, XII

"A new foundation."

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VI, VII

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College Management. 6(11): 4. November 1971.

VII

Norris, Frank.

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XII

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"Sex discrimination and state protective laws." Denver Law Journal. 44: 344-376. Summer 1967.

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VI, VII

Oltman, Ruth.

"Campus 1970: Where do we stand?"
American Association of University Women Journal. 64: 14-15. November 1970.

VIA, VII

Painter, Edith.

"Women: The last of the discriminated."
National Association of Womens Deans and
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Parrish, John B.

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Parrish, John B.

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VIA

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 August 1971.

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 ty in graduate departments of sociology and
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 zational factors that affect academic women's
 careers.

- VIA "Percentage of women in college jobs said about same as in 1910." Higher Education and National Affairs. 22(11): 7. March 19, 1971.
- II, XII Peterson, Esther.
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- I, II Peterson, Esther.
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Also In: Lifton, Robert J., ed. The Woman in America. Boston: Beacon Press, 1965. pp. 144-172.
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- XIV Pifer, Alan.
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- VI, VII, XIV "Policies and practices should reflect college commitment to equality." College and University Business. 48(2): 79-83. February 1970.
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- I, II, VI, VII Pollock, Mordeca J.
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Popper, Herbert.

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XIV

Powers, H.P.

"End discrimination to hold onto federal funding: University of Pittsburg." College Management. 6: 24-26. May 1971.

XII, XIII

Pressman, Sonia.

"The quiet revolution: The E.E.O.C.'s rulings under the sex discrimination provisions of Title VII of the Civil Rights Act of 1964." Family Law Quarterly. 4(8): 31-43. 1970.

Examines the role played by the Equal Employment Opportunity Commission in its capacity as administrator of the sex discrimination provisions of Title VII of the Civil Rights Act of 1964.

VII

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Chronicle of Higher Education. 4(31): 8. May 11, 1970.

XV

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"The Equal Rights Amendment." Women Lawyers Journal. 57(1): 7-11. Winter 1971.

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Amendment.

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Rawalt, Marguerite.

"Legislative history." Women Lawyers Journal. 57(1): 19-21. Winter 1971.

II, VIA, VII

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U.S. News and World Report. 68(15): 35-37. April 13, 1970.

Also In: Discrimination Against Women. Hearings. Part I. pp. 21-28.

Discusses reasons why women are complaining about discrimination in terms of the earnings, opportunity, overtime, qualifications, unemployment, experience, and professional gaps. Why women work and myths about women are also included in the discussion.

VIA, VII

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"Some dilemmas of women's education." Educational Record. 46: 424-434. Fall 1965.

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II, VII

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"The female engineer." In: Perrucci, Robert, and Joel E. Gerstl. The Engineers and the Social System. New York, New York: Wiley and Sons, 1969. pp. 203-218.

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VII

Roe, Anne.

"Women in science." Personnel and Guidance Journal. 44: 784-787. April 1966.

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VI

Rossi, Alice.

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Discusses the three questions: 1. Why was the momentum of the early feminist movement lost? 2. Why should American society attempt to reach a state of sex equality? 3. What are the means by which equality between the sexes can be achieved?

VII, XII

Rossi, Alice S.

"Job discrimination and what women can do about it." Atlantic Monthly. 225(3): 99-102. March 1970.

Also In: Discrimination Against Women. Hearings. Part II. pp. 927-931.

VI

Rossi, Alice S.

"Report of the Committee on the Status of Women in the Academic Profession." American Association of University Professors. Bulletin. 57: 215-220. June 1971.

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VI, VII

Rossi, Alice S.

"Status of women in graduate departments of sociology: 1968-1969." American Sociologist. 5(1): 1-12. February 1970.

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II

Rossi, Alice S.

"Women in science: Why so few?" Science. 148(3674): 1196-1202. 1965.

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VI, VII
XII, XIV

Ruben, Alan H., and Betty J. Willis.

"Discrimination against women in employment in higher education." Cleveland State Law Review. 20(3): 472-491. September 1971.

Presents comparative data on women and men's salaries and rankings in higher education. Discusses legislative decisions and affirmative action plans in promoting equal employment opportunity for women in higher education.

VII, VIII

Sandler, Bernice.

"What women really want on the campuses." Chronicle of Higher Education. 6(29): 8. April 24, 1972.

II, VII, XII

Sasscer, Doris L.

"The legal profession and women's rights." Rutgers Law Review. 25(1): 54-66. Fall 1970.

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VI, XII, XIII

Sasscer, Doris L.

"Legal rights of professional women." Contemporary Education. 43(4): 205-208. February 1972.

VII, X

Scates, Alice Y.

"Women moving ahead." American Education. 2(3): 1-4. March 1966.

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Schiller, Anita R.

"Academic librarians' salaries." College and Research Libraries. 30(2): 101-111. March 1969.

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Schiller, Anita R.

"Widening sex gap." Library Journal. 94: 1098-1100. March 15, 1969.

VI, VII

Schuck, Victoria.

"Reports of the APSA Committees: Part II of the Committee report, some comparative statistics on women in political science and other sciences." Political Scientist. 3: 357-361. Summer 1970.

Describes the results of a questionnaire designed to determine the differential status of women in departments of political science and other social sciences. Statistics include number of doctorates and faculty in the different departments.

VI, VII

Schuck, Victoria.

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Also In: Discrimination Against Women. Hearings. Part I. pp. 472-490.

Discusses preliminary observations of a study of the role of academic women in political science. Statistics given include: 1. Number of women receiving Ph.D.'s, 2. Number of faculty members by size of department and by type of institution, 3. Distribution of faculty by department size, type of institutions, and undergraduate or graduate offerings, 4. Faculty women by rank, and 5. Distribution of male and female faculty.

II

Schwartz, Jane.

"Statistics make a telling point." Journal of College Placement. 30(1): 35-36. October 1969.

VIA, VII, XIV

Scott, Ann.

"The half-eaten apple." Reporter. pp. 3-10. May 14, 1970.

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Reports on sex discrimination at the University of Buffalo and in universities in general. Presents a model affirmative action plan.

VI, VII

Scully, Malcolm.

"Women in higher education: Challenging the status quo." Chronicle of Higher Education. 4(18): 2-5. February 9, 1970.

VIA

"Second sex at Tufts. Part I." The Tufts Criterion. pp. 1, 5. October 1971.

IV

"Sex discrimination and equal protection: Do we need a constitutional

amendment?"

Harvard Law Review. 84: 1499-1524. April 1971. Presents arguments for and advantages of a constitutional amendment granting equal rights to women.

VII, XII

"Sex discrimination in college admissions: The quest for equal educational opportunities."

Iowa Law Review. 56: 209-221. October 1970.

Contends that based on equal protection arguments, there appears to be no compelling reason for courts to uphold discriminatory practices of state colleges and universities. Discusses the necessity of showing state action in order to conclude that the violation of the equal protection clause has occurred in private educational institutions.

XII, XIII

"Sex discrimination in employment:

An attempt to interpret Title VII of the Civil Rights Act of 1964."

Duke Law Journal. 1968(4): 671-723. August 1968.

Compares the conclusions reached by the lower federal courts and the Equal Employment Opportunity Commission with the Act's legislative history. Attempts to construct an analytical framework within which the meaning of the sex discrimination ban may be determined.

VIA

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Discusses the frequently tolerated, if not actively supported, anti-nepotism rules.

II, VIA

Shaffer, Helen B.,

- VII, XV "Status of women." Editorial Research Reports. 2(5): 565-585. August 5, 1970.
Collection of essays including women's drive for equal opportunity, women in employment, education, and politics, and issues for equal rights.
- VII Shanan, Jeffrey M.
"College admission policies based on sex and the equal protection clause." Buffalo Law Review. 20: 609-623. 1971.
- VIA, XIII, XIV Shapley, Deborah.
"University women's rights: Whose feet are dragging?" Science. 175(4018): 151-154. January 14, 1972.
Also In: Congressional Record. 118: S64-S65. January 19, 1972.
- VIA, VII Showalter, Elaine.
"Women and the university." Princeton Alumni Weekly. 70(18): 8-11. February 24, 1970.
- VIA, XIII Sigworth, Heather.
"The legal status of anti-nepotism regulations." American Association of University Professors Bulletin. 58(1): 31-34. March 1972.
- XII Simchak, Morag M.
"Equal Pay Act of 1963: Its implementation and enforcement." American Association of University Women Journal. 61: 117-119. 1968.
- VI Simon, Rita J., and Evelyn Rosenthal.
"Profile of the woman Ph.D. in economics, history, and sociology." American Association of University Women Journal. 60: 127-129. March 1967.

- VIA Simon, Rita J.; Shirley Clark;
and Larry Tifft.
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of an academic career." Sociology of Educa-
tion. 39(4): 344-358. Fall 1966.
Reports that about 15% of the married
women with Ph.D.'s believe anti-nepotism reg-
ulations have hurt their careers, not as
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Haller, Lola M.

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Attempts to define the future role of the highest ranking woman student personnel administrator in a college or university, and to suggest a training program which would prepare her for this future role.

VIA

Henderson, Jean C.

Women as College Teachers. Ph.D. dissertation. University of Michigan, 1967. (Order no. 67-15635).

Comparison of the careers as college teachers of Woodrow Wilson Fellows of 1958 and 1959 to determine whether the women had the same opportunities as the men, and if not, whether the differences were due to the women's preferences or to discrimination against women in higher education.

VIA

Kaufman, Helen.

The Status of Women in Administration in Selected Institutions of Higher Education in the United States. Ph.D. dissertation. New York University, 1961. (Order no. 62-1443).

Study to identify and analyze present policies in the appointment of women to selected administrative positions in higher education, and to ascertain the professional status of women graduates in higher education holding degrees in Administration and Supervision from the School of Education, New York University.

IV

Kirkpatrick, Wynona J.

The Emerging Role of Women in Institutions of Higher Education in the United States. Ph.D. dissertation. University of Arkansas, 1965. (Order no. 65-8460).

Review of the evolution in the education of women from our existence as an American continent to the twentieth century.

VI, XIV

Leonard, Yvonne E.

An Analysis of the Status of Women as Full-Time Faculty Members in Coeducational Colleges and Universities of California.

Ph.D. dissertation. University of Southern California, 1963. (Order no. 63-4232).

Concludes that for women employed as faculty members in California colleges and universities: 1. Opportunities to advance beyond the assistant professorship are limited, 2. Employment for those qualified in a greater variety of professional areas would help to alleviate some of the existing shortage of faculty members, 3. A smaller number as opposed to males have earned the doctorate, and 4. Relatively few are making contributions to the professional literature.

IV, VIA

Pollard, Lucille A.

Women on College and University Faculties: A Historical Survey and a Study of Their Present Academic Status. Ph.D. dissertation. University of Georgia, 1965. (Order no. 66-2494).

Study for the purpose of:

1. Investigating the employment of women on early faculties of institutions of higher learning and following the development of their participation and 2. Determining the present academic status of women faculty from a sampling of institutions which are members of the Southern, Middle Atlantic, or New England Regional Accrediting Associations.

IV, VII, X
XIV

Randolph, Kathryn S.

The Mature Woman in Doctoral Programs. Ph.D. dissertation. Indiana University, 1965. (Order no. 65-14060).

Through a survey of the literature, concludes that discriminatory practices toward the mature women in doctoral programs do exist and that responsibility for those practices is two-fold: 1. Administrations and faculties of graduate schools persist in viewing women in archaic terms and 2. Only a very small minority of women capable of completing the course of study leading to a doctoral degree surmount the existing practices to pave the way for those who follow. In realizing very little is being done to aid the mature women, the author

makes specific recommendations.

VIA

Simpson, Lawrence A.

A Study of Employing Agents' Attitudes
Toward Academic Women in Higher Education.

Ph.D. dissertation. Pennsylvania State University, 1968. (Order no. 69-9810).

Presents findings and conclusions of a study to determine if 1. Employing agents in institutions of higher education would express discriminatory employment attitudes toward academic women presented for appointments in selected fields, 2. Employing agents would express a greater employment preference for male or female candidates presented for appointments in selected fields, and 3. Employing agents in higher education who consistently rejected female faculty candidates also placed women in general in a subordinate position.



EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC) MATERIALS

- VIA, VII, XIV Acker, Joan, and others.
The Status of Women at the University of Oregon. Eugene, Oregon: University of Oregon, 1970. (ED 046 335).
- VI, VII, XIV Advisory Council on Women's Opportunities.
Progress Report to the Chancellor. Pittsburgh, Pennsylvania: University of Pittsburgh, November 2, 1970. (ED 045 054).
- III, VI, VII
 XVII An Annotated Bibliography on Graduate Education. Washington, D.C.: National Academy of Sciences and National Research Council, July 1971. (ED 058 830).
- IV, IX, X
 XVII Astin, Helen, and others.
Women: A Bibliography on Their Education and Careers. Washington, D.C.: Human Service Press, 1971. (ED 056 271).
 Not available from EDRS. Available from Human Service Press, 4301 Connecticut Avenue, N.W., Washington, D.C.
- VIA Babey-Brooke, Anna M., and R.B. Amber.
Discrimination Against Women in Higher Education. A 15 Year Survey. Promotional Practices at Booklyn College CUNY: 1955-1970, All Ranks--Tenured and Untenured. July 1970. (ED 044 089).
- VI Bayer, Alan E.
College and University Faculty: A Statistical Description. Washington, D.C.: American Council on Education, 1970. (ACE Research Reports. 5. June 1970.) (ED 042 425).
 Also available from American Council on Education, One Dupont Circle, Washington, D.C., 20036.

- VIA Berry, Sara, and Mark Erenburg.
Earnings of Professional Women at
Indiana University. Bloomington, Indiana:
Indiana University, 1969. (ED 043 292).
- III, XVII Bibliography on Higher Education.
Berkeley, California: University of
California. Center for Research and Develop-
ment in Higher Education, 1967. (ED 018
011).
- VI, VII Bratfisch, Virginia, and others.
A Report on the Status of Women at the
California State College at Fullerton.
Fullerton, California: National Organization
for Women, June 29, 1970. (ED 045 044).
- II, X, XII Citizens' Advisory Council on the
XIII, XV Status of Women.
Women in 1970. Washington, D.C.: GPO,
March 1971. (ED 053 358).
Also as a government document.
- VI, VII, XIV Cohen, Audrey.
Women and Higher Education: Recommenda-
tions for Change. New York, New York: Col-
lege for Human Services, 1971. (ED 051 769).
- VIA, VII A Compilation of Data on Faculty
Women and Women Enrolled at Michigan State
University.
East Lansing, Michigan: Michigan State Uni-
versity. Office of Institutional Research,
July 1970. (ED 056 630).
- X, XVII Continuing Education of Women.
Washington, D.C.: Adult Education Associa-
tion of the U.S.A., and Syracuse, New York:
Syracuse University, 1969. (ED 042 122).
- VII Cross, Patricia.

The Undergraduate Woman. Washington, D.C.: American Association for Higher Education, March 15, 1971. (ED 053 684).

Also available from Publications Department, American Association for Higher Education, One Dupont Circle, Suite 780, Washington, D.C., 20036.

VIA, VII, XIV

Dahl, K.H.

Report on Women at the University of Delaware. Newark, Delaware: University of Delaware, 1971. (ED 056 631).

VI, VII

Discrimination Against Women at the University of Pittsburgh. Pittsburgh, Pennsylvania: University of Pittsburgh, November 1970. (ED 049 689).

X, XVI

Elkin, Anna, Comp.

Resources for the Employment of Mature Women and/or Their Continuing Education: A Selected Bibliography and Aids. New York, New York: Federation Employment and Guidance Service, October 1966. (ED 021 179).

XII

Equal Employment Opportunities for Women Under Title VII of the Civil Rights Act of 1964. Washington, D.C.: Citizens' Advisory Council on the Status of Women, October 1965. (ED 022 883).

VI, VII, X

Ewalt, Della C., Comp.

Continuing Education for Women in Ohio: A Study Project of the Ohio Division, American Association of University Women. Washington, D.C. American Association of University Women. Ohio Division, April 1965. (ED 021 196).

VIA

Ferber, Marianne, and Jane Loeb.

Rank, Pay, and Representation of Women on the Faculty at the Urbana-Champaign Campus of the University of Illinois. November

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- VIA Final Report on the Status of Academic Women. Madison, Wisconsin: University of Wisconsin, 1971. (ED 056 633).
- VI, VII Francis, Barbara. The Status of Women at Cornell. Ithaca, New York: Cornell University, 1970. (ED 044 095).
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- IX Hilton, Mary N., and others. Handbook on Women Workers. Washington, D.C.: U.S. Women's Bureau, 1966. (ED 014 568).
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- X Keyserling, Mary D. Continuing Education for Women: A Growing Challenge. Remarks by Mary Keyserling at the 22nd National Conference on Higher Education. Chicago, Illinois: March 7, 1967. (ED 015 281).
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Report of the AAUP Committee on the Employment of and Status of Women Faculty and Women Graduate Students at Brown.
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VII, X

Likert, Jane G., ed.

Conversations with Returning Women Students. Ann Arbor, Michigan: University of Michigan. Center for Continuing Education of Women, November 1967. (ED 017 815).

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VIA, VII

McAllester, Susan, ed.

A Case for Equity: Women in English Departments. Urbana, Illinois: National Council of Teachers of English, 1971. (ED 057 020).

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VI

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The Status of Women Committee: Faculty Report. Tampa, Florida: American Association of University Professors, November 18, 1970. (ED 049 688).

VIA

Minturn, Leigh.

Inequities in Salary Payments to Faculty Women. Boulder, Colorado: University of Colorado, May 25, 1970. (ED 045 045).

II, VI

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- VI, VIII Oltman, Ruth.
The Evolving Role of the Women's Liberation Movement in Higher Education. Washington, D.C.: American Association of University Women, March 15, 1971. (ED 049 489).
- IV, VI, VII Pifer, Alan.
 XII, XIII, XIV Women in Higher Education. New York, New York: Carnegie Corporation of New York, November 29, 1971. (ED 058 844).
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 HC not available from EDRS.
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Washington, D.C.: Interdepartmental Committee on the Status of Women and Citizens' Advisory Council on the Status of Women, October 1964. (ED 020 356).

VIA, VII
XIV

Report of Subcommittee on Equal Opportunities for Faculty and Student Women.
Minneapolis, Minnesota: University of Minnesota, April 1971. (ED 056 637).

VIA, VII
XI, XIV

Report of the Committee on the Status of Women in the Faculty of Arts and Sciences.
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VIA

Report on the Status of Women at the University of Washington; Part I: Faculty and Staff.
Seattle, Washington: Washington University, October 1970. (ED 045 060).

VII

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VIA, XII, XIV

Report One of the Committee on the Status of Women.
Emporia, Kansas: American Association of University Professors, 1970. (ED 043 310).

VI, VII, XIV

Report to the President from the Committee on the Status of Professional Women at Yale.
New Haven, Connecticut: Yale University, May 1971. (ED 052 701).

VIA, VII

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The Continuing Education of Women: Some Programs in the United States of America. Toronto: Ontario Institute for Studies in Education. Department of Adult Education, 1968. (ED 023 059).
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Sex Discrimination at the University of Maryland. Report prepared for the Women's Equity Action League, Fall 1969. (ED 041 565).
- VIA, VII Scott, Ann.
The Half-Eaten Apple: A Look at Sex-Discrimination in the University. Buffalo, New York: State University of New York, May 14, 1970. (ED 041 566).
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- VI, VII, XIV Standards for Women in Higher Education: Affirmative Policy in Achieving Sex Equality in the Academic Community. Washington, D.C.: American Association of University Women, 1971. (ED 056 665).
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- VIA, XIV Study of the Status of Women Faculty at Indiana University, Bloomington Campus.

Bloomington, Indiana: Indiana University,
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VI, VII, XIV

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Report. Berkeley, California: University of
California, May 1970. (ED 042 413).

VII

Taylor, Jean Anne M.
Special Report on Women and Graduate
Study: Resources for Medical Research.
Report Number 13. Bethesda, Maryland:
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sources Analysis Branch, June 1968. (ED 055
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VIA

Truax, Anne, and others.
Research on the Status of Faculty Women,
University of Minnesota. Minneapolis,
Minnesota: Office for Student Affairs, May
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IX

U.S. Women's Bureau.
Trends in Educational Attainment. Wash-
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See also as a government document.

VI, VII

University of Chicago.
Committee on University Women.
Women in the University of Chicago.
Chicago, Illinois: University of Chicago,
May 1, 1970. (ED 041 537).

VIA

Van Fleet, David D.
Salaries of Males and Females: A Sample
of Conditions at the University of Akron.
Akron, Ohio: University of Akron, December
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VIA

Weitzman, Lenore, and others.
Women on the Yale Faculty. New Haven,
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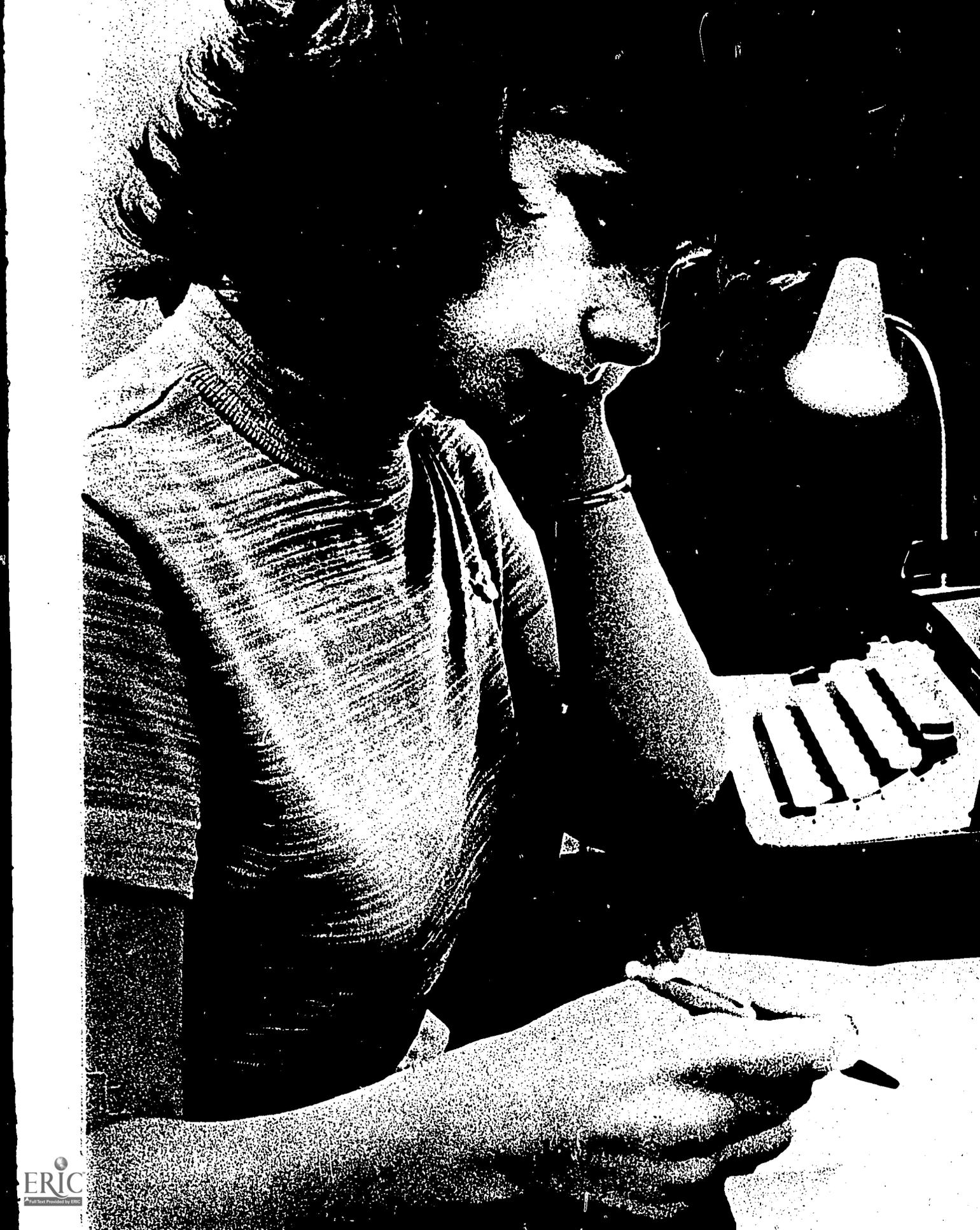
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- VIA, VII, XIV Women in Virginia Higher Education.
 Hampton, Virginia: New University Conference, Hampton, Virginia. Peninsula Chapter, 1971. (ED 056 639).
- VII Women on Campus: 1970: A Symposium.
 Ann Arbor, Michigan: University of Michigan. Center for Continuing Education, 1971. (ED 054 723).
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- Stokes, Sybil. "Graduate women in political science: A recent research study." pp. 36-38.
- Kramer, Noel. "Discrimination and the woman law student." pp. 39-41.
- Mack, Grace E. "The black woman graduate

student." pp. 42-45.

Houser, Carolyn. "A graduate student in population planning looks at the future of women." pp. 46-49.

Tilly, Charles H. "Reflections on the future of universities and of university women." pp. 50-54.

Campbell, Jean W. "Change for women: Glacial or otherwise." pp. 56-62.



EPHEMERA

VIA

"Anti-nepotism policies and practices."

Article received from Heather Sigworth,
College of Law, University of Illinois,
Champaign-Urbana, Illinois, 61820.

Points out reasons for anti-nepotism
regulations, describes its forms, and summa-
rizes key issues pertaining to the regula-
tions.

VI

Arter, Margaret H.

**"The role of women in administration in
state universities and land-grant colleges."**

Summary received from Margaret H. Arter,
Research Associate, Bureau of Educational Re-
search and Services, Arizona State University
Tempe, Arizona, 85281.

XV

Association of American Colleges. Project
on the Status and Education of Women.

**"How the Equal Rights Amendment to the
Constitution affects educational institu-
tions." June 1972.**

Publication received from Association of
American Colleges, 1818 R Street N.W., Wash-
ington, D.C., 20009.

IVA, VI, X

Association of American Colleges.

Project on the Status and Education of Women.

**"Maternity policies and the educational
institution." February 1972.**

Publication received from the Associa-
tion of American Colleges, 1818 R Street
N.W., Washington, D.C., 20009.

Newsletter including sections describing
major elements which women are seeking to
include in maternity policies. Defines
maternity leaves and outlines maternity
policies and the law.

XIV

Association of American Colleges.

Project on the Status and Education of Women.

"New guidelines on sex discrimination as they relate to retirement plans." April 1972.

Publication received from Association of American Colleges, 1818 R Street N.W., Washington, D.C., 20009.

VIA

Association of American Colleges. Project on the Status and Education of Women.

"Part-time employment in educational institutions." June 1972.

Publication received from the Association of American Colleges, 1818 R Street N.W., Washington, D.C., 20009.

XII

Association of American Colleges. Project on the Status and Education of Women.

"Sex discrimination provisions concerning students and employees as contained in the Higher Education Act of 1972." June 1972.

Publication received from Association of American Colleges. 1818 R Street N.W., Washington, D.C., 20009.

Discusses provisions and exemptions of the Act.

XIII

Association of American Colleges.

Project on the Status and Education of Women.

"Summary of Executive Order 11246."

n.d.

Publication received from the Association of American Colleges, 1818 R Street, N.W., Washington, D.C., 20009.

Summarizes the Order giving its background, requirements, enforcer, and the power of enforcement. Describes the complaints that can result, and who may file a complaint.

XII

Association of American Colleges.

Project on the Status and Education of Women.

"Title VII of the Civil Rights Act and sex discrimination in educational institutions." April 1972.

Publication received from Association of American Colleges, 1818 R Street N.W., Washington, D.C., 20009.

VIA

Business and Professional Women's Foundation.

Sex Discrimination in the Academic World: Summary of Research by Dr. Lawrence Alan Simpson. Washington, D.C.: Business and Professional Women's Foundation, 1970.

Six page summary of Dr. Simpson's dissertation, A Study of Employing Agents' Attitudes Toward Academic Women in Higher Education. 1968.

II, VII

California. Advisory Committee on the Status of Women.

California Women: Report of the Advisory Commission on the Status of Women. Sacramento, California: State of California, 1969.

Reflects work undertaken in three areas of major concern: 1. Child care, 2. Education, and 3. Employment. Makes further recommendations in these areas.

II, VII

California. Advisory Committee on the Status of Women.

California Women: Report of the Advisory Commission on the Status of Women. Sacramento, California: State of California, 1971.

Examines the changing roles and responsibilities of women in California, and the impact of such changes on women and on society. Makes recommendations, including those relating to the balance of men and women throughout the educational system.

VI, VII, XIV

Carnegie-Mellon University.

"Final report of Women's Commission summarized." Carnegie-Mellon University Report. November 1971. (Himeographed Publication)

XV

Citizens' Advisory Council on the

Status of Women.

The Equal Rights Amendments: What It Will and Won't Do. August 28, 1970.
(mimeographed Publication)

Also In: Equal Rights for Men and Women. Hearings. pp. 564-567.

XII, XIII, XV

Citizens' Advisory Council on the Status of Women.

The Proposed Equal Rights Amendment to the United States Constitution. Washington, D.C.: Citizens' Advisory Council on the Status of Women, March 1970. (Memorandum)

Reviews the history of the amendments. Discusses laws which discriminate on the basis of sex, the position of women under existing constitutional provisions, and objections to the proposed amendment.

VII, XIV

"Collegiate Commission on the Status of Women."

Intercollegiate Association of Women Students. National Notes. pp. 1-3. January 1971.

Copy received from Intercollegiate Association of Women Students, Box 3028, University Station, Columbus, Ohio, 43210.

Summary of a resolution passed at the University of Alabama to establish Commissions on the Status of Women through each local Association of Women Students chapter.

XVI

Dupont, Julie A.

Women--Their Social and Economic Status. Washington, D.C.: U.S. Department of Labor. Library, December 1970.

Bibliography encompassing the following categories concerned with the social and economic status of women both historically and in the nineteenth and twentieth centuries:

1. Biography,
2. Education,
3. Employment and wages,
4. Feminist movements and organizations,
5. Legal status,
6. Negro women,
7. Suffrage, and
8. Women and trade unions.

Includes a selected list of special collections of material relating to women in United States libraries.

- XII, XIII, XIV Eastwood, Mary.
Fighting Job Discrimination: Three Federal Approaches. Washington, D.C.: Today Publications and News Service, 1971. (Law and Women Series, No. 1 (Law-1)).
 Comparative analysis of three federal laws designed to eliminate discrimination based on sex in private or federal employment: Title VII of the Civil Rights Act of 1964, Executive Order 11246, and Executive Order 11478. Compares the scope, administration by government agencies, affirmative action plans and regulations, complaint procedures, remedies, and sanctions. Explores sex-based rules.
- VIA Fahey, Dr. Shirley.
Policies and Practices Relating to the Employment of Relatives in Land-Grant Universities: Preliminary Summary. 1970. (Mimeographed Publication)
 Received from: Dr. Shirley Fahey, Assistant Professor of Psychiatry, University of Arizona, Tucson, Arizona, 85721.
- XIV Miner, Anne S.
 "Women at Stanford: Recommendations on academic affirmative action for women." In: Academic Employment of Women at Stanford.
 Excerpts of this affirmative action recommendations are distributed by the Project on the Status of Women, Association of American Colleges, 1818 R Street, Washington, D.C., 20009.
- VIA Modern Language Association Commission on Women.
 "The status of women: A summary."
 Summary report written by Howe, Morlock, and Berk for the Commission on Women. Available in manuscript from F. Howe, Goucher College, Towson, Maryland, 21204.

Analysis of data received from a nationwide survey on the position of women in English and modern foreign language departments.

XIV

Modern Language Association Commission on Women.

"Women in 1971: Affirmative action."

Article received from Carol Ohmann, Chairwoman, MLA Commission on Women.

Report from which this summary is taken is available in manuscript from the MLA Commission on Women, Wesleyan Station, Middleton, Connecticut, 06457.

Presents the Modern Language Association Committee on Women's guidelines for affirmative action plans. Summarizes how much progress is being made in the 254 modern language departments being studied in the United States and Canada.

VIA

National Education Association.
National Council of Administrative Women in Education.

Wanted--More Women in Educational Leadership. Washington, D.C.: National Education Association, 1965.

Focuses on the problems of women at policy-making levels in education. Discusses what lies ahead in educational administration.

X

Pool, Mrs. William C., ed.

Texas Project Re-entry. American Association of University Women. Texas Division, March 1971.

Guide to the services and opportunities offered by Texas colleges and universities for the mature woman who wishes to continue her education.

XII, IV

Ross, Susan D.

Sex Discrimination and Protective Labor Legislation. May 1, 1970.

Received from Citizens' Advisory Council on the Status of Women.

Examines opposition to the Equal Rights Amendment giving background information. Discusses restrictive state laws applicable to women only, the Federal Court approach to these laws, and significant changes by state legislature or state attorneys general in state protective labor laws since 1966.

VIA, VII

Roy, Paulette.

"How higher education keeps women down." Nassau Herald's Sisterhood Week. 1(2): 1. September 23, 1971.

Received from Paulette Roy, 215 West 78th Street, Apt. 9D, New York, New York, 10024.

XII, XIII

Sandler, Bernice.

"Can't the government help? Isn't there a law?" (Draft chapter for Academic Women on the Move. Alice Rossi, Editor.)

Draft chapter received from Bernice Sandler, Association of American Colleges, 1818 R Street, N.W., Washington, D.C., 20009.

Explains exemptions of both Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963. Discusses Executive Order 11246 as amended, legal action undertaken by WEAL, what happens to complaints, numerical goals for women, affirmative action plans, and discrimination against women in higher education in general.

VIA, VII, XII
XIII

Sandler, Bernice.

"Discrimination against women in higher education."

Article received from Bernice Sandler, Association of American Colleges, 1818 R Street, N.W. Washington, D.C., 20009.

Discusses discrimination in higher education including faculty promotions, the academic hierarchy, admissions quotas, and others. Covers action taken against universities and colleges and myths about women faculty and students.

- XIII, XIV Sandler, Bernice, and Sheldon E. Steinbach.
 "HEW contract compliance--major concerns of institutions." 1972.
 Publication received from Association of American Colleges, 1818 R Street N.W., Washington, D.C., 20009.
 Describes a typical contract compliance review in terms of how it may currently be conducted. Identifies nine major issues which, at the time of its writing, still remained unresolved.
- II, XIII, XIII
 XIV Sigworth, Heather.
 "The legal aspects of sex discrimination against female faculty."
 Article received from Heather Sigworth, College of Law, University of Illinois, Champaign-Urbana, Illinois, 61820.
 Suggests legal tools available for fighting discrimination in the university. Includes special considerations concerning nepotism rules.
- VIA Sigworth, Heather.
 "Nepotism rules are legally suspect for several reasons."
 Article received from Heather Sigworth, College of Law, University of Illinois, Champaign-Urbana, Illinois, 61820.
- VIA Sigworth, Heather.
 "Suggestions for combating 'nepotism' rules."
 Article received from Heather Sigworth, College of Law, University of Illinois, Champaign-Urbana, Illinois, 61820.
- X, XVII Spiegel, Jeanne.
Continuing Education for Women: A Selected Annotated Bibliography. Washington, D.C.: Business and Professional Women's Foundation, 1967.

Lists and annotates books, pamphlets, reports, theses, articles, and microfilms concerned with continuing education for women.

II, VII, X
XIV, XVI

Theodore, Athena.

"Professional women: The unchanging scene."

Paper prepared for presentation at the 66th annual meeting of the American Sociological Association, August 30--September 2, 1971.

Theodore's stated purpose is to present data to support three findings: 1. In a world reverberating with social and technological change, change has not come to professional women. 2. Except for some small fluctuation, women fully employed in professional positions requiring master's or doctorate degrees have not improved their status at all since the turn of the century. 3. The proportion of women in those occupations which have been traditionally female strongholds--the semi-professions--has begun for the first time to show significant declines in the short space of a decade as males have invaded virtually all these fields and have even begun to outnumber females. Discusses women's colleges, women's professional associations, departments of female studies, and programs in the continuing education of women.

XII, XV

Tinsley, Adrian.

"Academic women, sex discrimination and the law."

Adrian Tinsley, Department of English, University of Maryland, College Park, Maryland, 20742.

VIA, XII, XIII

Tinsley, Adrian.

Academic Women, Sex Discrimination and the Law: An Action Handbook. Middletown, Connecticut: Modern Language Association. Commission on Women, December 1971.

Copies of this pamphlet are available from Carol Ohmann, Chairwoman, MLA Commission on Women, Wesleyan Station, Middletown, Connecticut, 06457.

Discusses federal law, pending legislation, executive orders, and state law in regards to discrimination against women. Explains grievance procedures and procedures for finding legal assistance.

VI, VII, XIV

University of Pittsburgh. University Committee for Women's Rights. "Discrimination against women at the University of Pittsburgh." November 1970.

Attempts to chronicle the activities of the University Committee for Women's Rights during its first year of existence. Shows that discrimination against women at the University does exist and that the attempts of the University Committee to change the system by negotiating through the appropriate channels led only to ultimate appeal to external enforcement agencies.

XV

"Victory at last!"
Women United. Release. 19. April 3, 1972.
Women United, P.O. Box 300, Washington, D.C., 20044.

VII

"Women's Studies College at SUNY sets precedents."
Spokeswoman. 2(11): 6. May 1, 1972. "

APPENDIX I

APPENDIX I

A majority of the articles concerning legislation and judicial or administrative decisions refer to three principal items: Title VII of the Civil Rights Act of 1964, Executive Order 11246, and Executive Order 11375. Exerpts from the texts of these three items have been included for your convenience.

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

EXEMPTION

SEC. 702. This title shall not apply to an employer with respect to the employment of aliens outside any State, or to a religious corporation, association, or society with respect to the employment of individuals of a particular religion to perform work connected with the carrying on by such corporation, association, or society of its religious activities or to an educational institution with respect to the employment of individuals to perform work connected with the educational activities of such institution.

DISCRIMINATION BECAUSE OF RACE, COLOR, RELIGION, SEX,
OR NATIONAL ORIGIN

SEC. 703. (a) It shall be an unlawful employment practice for an employer--

(1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin; or

(2) to limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race, color, religion, sex, or national origin.

(b) It shall be an unlawful employment practice for an employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of his race, color, religion, sex, or national origin, or to classify or refer for employment any individual on the basis

of his race, color, religion, sex, or national origin.

(c) It shall be an unlawful employment practice for a labor organization--

(1) to exclude or to expel from its membership, or otherwise to discriminate against, any individual because of his race, color, religion, sex, or national origin;

(2) to limit, segregate, or classify its membership, or to classify or fail or refuse to refer for employment any individual, in any way which would deprive or tend to deprive any individual of employment opportunities, or would limit such employment opportunities or otherwise adversely affect his status as an employee or as an applicant for employment, because of such individual's race, color, religion, sex, or national origin; or

(3) to cause or attempt to cause an employer to discriminate against an individual in violation of this section.

(d) It shall be an unlawful employment practice for any employer, labor organization, or joint labor-management committee controlling apprenticeship or other training or retraining, including on-the-job training programs to discriminate against any individual because of his race, color, religion, sex, or national origin in admission to, or employment in, any program established to provide apprenticeship or other training.

(e) Notwithstanding any other provision of this title, (1) it shall not be an unlawful employment practice for an employer to hire and employ employees, for an employment agency to classify, or refer for employment any individual, for a labor organization to classify its membership or to classify or refer for employment any individual, or for an employer, labor organization, or joint labor-management committee controlling apprenticeship or other training or retraining programs to admit or employ any individual in any such program, on the basis of his religion, sex, or national origin in those certain instances where religion, sex, or national origin is a bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise, and (2) it shall not be an unlawful employment practice for a school, college, university, or other educational institution or institution of learning to hire and employ employees of a particular religion if such school, college, university, or other educational institution or institution of learning is, in whole or in substantial part, owned, supported, controlled, or managed by a particular religion or by a particular religious corporation, association, or society, or if the curriculum of such school,

college, university, or other educational institution or institution of learning is directed toward the propagation of a particular religion.

(f) As used in this title, the phrase "unlawful employment practice" shall not be deemed to include any action or measure taken by an employer, labor organization, joint labor-management committee, or employment agency with respect to an individual who is a member of the Communist Party of the United States or of any other organization required to register as a Communist-action or Communist-front organization by final order of the Subversive Activities Control Board pursuant to the Subversive Activities Control Act of 1950.

(g) Notwithstanding any other provision of this title, it shall not be an unlawful employment practice for an employer to fail or refuse to hire and employ any individual for any position, for an employer to discharge any individual from any position, or for an employment agency to fail or refuse to refer any individual for employment in any position, or for a labor organization to fail or refuse to refer any individual for employment in any position, if--

(1) the occupancy of such position, or access to the premises in or upon which any part of the duties of such position is performed or is to be performed, is subject to any requirement imposed in the interest of the national security of the United States under any security program in effect pursuant to or administered under any statute of the United States or any Executive order of the President; and

(2) such individual has not fulfilled or has ceased to fulfill that requirement.

(h) Notwithstanding any other provision of this title, it shall not be an unlawful employment practice for an employer to apply different standards of compensation, or different terms, conditions, or privileges of employment pursuant to a bona fide seniority or merit system, or a system which measures earnings by quantity or quality of production or to employees who work in different locations, provided that such differences are not the result of an intention to discriminate because of race, color, religion, sex, or national origin, nor shall it be an unlawful employment practice for an employer to give and to act upon the results of any professionally developed ability test provided that such test, its administration or action upon the results is not designed, intended or used to discriminate because of race, color, religion, sex or national origin. It shall not be an unlawful employment practice under this title for any employer to differentiate upon the basis of sex in determining the amount of the wages or compensation paid or

to be paid to employees of such employer if such differentiation is authorized by the provisions of section 6(d) of the Fair Labor Standards Act of 1938, as amended (29 U.S.C. 206(d)).

(i) Nothing contained in this title shall apply to any business or enterprise on or near an Indian reservation with respect to any publicly announced employment practice of such business or enterprise under which a preferential treatment is given to any individual because he is an Indian living on or near a reservation.

(j) Nothing contained in this title shall be interpreted to require any employer, employment agency, labor organization, or joint labor-management committee subject to this title to grant preferential treatment to any individual or to any group because of the race, color, religion, sex, or national origin of such individual or group on account of an imbalance which may exist with respect to the total number or percentage of persons of any race, color, religion, sex, or national origin employed by any employer, referred or classified for employment by any employment agency or labor organization, admitted to membership or classified by any labor organization, or admitted to, or employed in, any apprenticeship or other training program, in comparison with the total number or percentage of persons of such race, color, religion, sex, or national origin in any community, State, section, or other area, or in the available work force in any community, State, section, or other area.

78 Stat. 255

EXECUTIVE ORDER 11246

EQUAL EMPLOYMENT OPPORTUNITY

Under and by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered as follows:

**PART II--Nondiscrimination in
Employment by Government Contractors
and Subcontractors**

Subpart A--Duties of the Secretary of Labor

SEC. 201. The Secretary of Labor shall be responsible for the administration of Parts II and III of this Order and shall adopt such rules and regulations and issue such orders as he deems necessary and appropriate to achieve the purposes thereof.

Subpart B--Contractors' Agreements

SEC. 202. Except in contracts exempted in accordance with Section 204 of this Order, all Government contracting agencies shall include in every Government contract hereafter entered into the following provisions:

"During the performance of this contract, the contractor agrees as follows:

"(1) The contractor will not discriminate against any employee or applicant for employment because of race, creed, color, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer

setting forth the provisions of this nondiscrimination clause.

"(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, creed, color, or national origin.

"(3) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under Section 202 of Executive Order No. 11246 of Sept. 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

"(4) The contractor will comply with all provisions of Executive Order No. 11246 of Sept. 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

"(5) The contractor will furnish all information and reports required by Executive Order No. 11246 of Sept. 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

"(6) In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of such rules, regulations, or orders, this contract may be cancelled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order No. 11246 of Sept. 24, 1965, and such other sanctions may be imposed and remedies involved as provided in Executive Order No. 11246 of Sept. 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

"(7) The contractor will include the provisions of Paragraphs (1) through (7) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order No. 11246 of Sept. 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the contracting agency may direct as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, That in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States."

SEC. 203. (a) Each contractor having a contract containing the provisions prescribed in Section 202 shall file, and shall cause each of his subcontractors to file, Compliance Reports with the contracting agency or the Secretary of Labor as may be directed. Compliance Reports shall be filed within such times and shall contain such information as to the practices, policies, programs, and employment policies, programs, and employment statistics of the contractor and each subcontractor, and shall be in such form, as the Secretary of Labor may prescribe.

(b) Bidders or prospective contractors or subcontractors may be required to state whether they have participated in any previous contract subject to the provisions of this Order, or any preceding similar Executive Order, and in that event to submit, on behalf of themselves and their proposed subcontractors, Compliance Reports prior to or as an initial part of their bid or negotiation of a contract.

(c) Whenever the contractor or subcontractor has a collective bargaining agreement or other contract or understanding with a labor union or an agency referring workers or providing or supervising apprenticeship or training for such workers, the Compliance Report shall include such information as to such labor union's or agency's practices and policies affecting compliance as the Secretary of Labor may prescribe: Provided, That to the extent such information is within the exclusive possession of a labor union or an agency referring

workers or providing or supervising apprenticeship or training and such labor union or agency shall refuse to furnish such information to the contractor, the contractor shall so certify to the contracting agency as part of its Compliance Report and shall set forth what efforts he has made to obtain such information.

(d) The contracting agency or the Secretary of Labor may direct that any bidder or prospective contractor or subcontractor shall submit, as part of his Compliance Report, a statement in writing, signed by an authorized officer or agent on behalf of any labor union or any agency referring workers or providing or supervising apprenticeship or other training, with which the bidder or prospective contractor deals, with supporting information, to the effect that the signer's practices and policies do not discriminate on the grounds of race, color, creed, or national origin, and that the signer either will affirmatively cooperate in the implementation of the policy and provisions of this Order or that it consents and agrees that recruitment, employment, and the terms and conditions of employment under the proposed contract shall be in accordance with the purposes and provisions of the Order. In the event that the union, or the agency shall refuse to execute such a statement, the Compliance Report shall so certify and set forth what efforts have been made to secure such a statement and such additional factual material as the contracting agency or the Secretary of Labor may require.

30 Fed. Reg. 12319

EXECUTIVE ORDER
11375

AMENDING EXECUTIVE ORDER NO. 11246,
RELATING TO EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of the United States Government to provide equal opportunity in Federal employment and in employment by Federal contractors on the basis of merit and without discrimination because of race, color, religion, sex or national origin.

The Congress, by enacting Title VII of the Civil Rights Act of 1964, enunciated a national policy of equal employment opportunity in private employment, without discrimination because of race, color, religion, sex or national origin.

Executive Order No. 11246 of September 24, 1965, carried forward a program of equal employment opportunity in Government employment, employment by Federal contractors and subcontractors and employment under Federally assisted construction contracts regardless of race, creed, color or national origin.

It is desirable that the equal employment opportunity programs provided for in Executive Order No. 11246 expressly embrace discrimination on account of sex.

NOW, THEREFORE, by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered that Executive Order No. 11246 of September 24, 1965, be amended as follows:

(3) Paragraphs (1) and (2) of the quoted required contract provisions in section 202 of Part II, concerning nondiscrimination in employment by Government contractors and subcontractors, are revised to read as follows:

"(1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The

contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; lay-off or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

"(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin."

(4) Section 203 (d) of Part II is revised to read as follows:

"(d) The contracting agency or the Secretary of Labor may direct that any bidder or prospective contractor or subcontractor shall submit, as part of his Compliance Report, a statement in writing, signed by an authorized officer or agent on behalf of any labor union or any agency referring workers or providing or supervising apprenticeship or other training, with which the bidder or prospective contractor deals, with supporting information, to the effect that the signer's practices and policies do not discriminate on the grounds of race, color, religion, sex or national origin, and that the signer either will affirmatively cooperate in the implementation of the policy and provisions of this order or that it consents and agrees that recruitment, employment, and the terms and conditions of employment under the proposed contract shall be in accordance with the purposes and provisions of the order. In the event that the union, or the agency shall refuse to execute such a statement, the Compliance Report shall so certify and set forth what efforts have been made to secure such a statement and such additional factual material as the contracting agency or the

Secretary of Labor may require."

The amendments to Part II shall be effective one year after the date of this order.

The White House

October 13, 1967.

LYNDON B. JOHNSON

32 Fed. Reg. 14303

APPENDIX II

APPENDIX II

Executive Order 11246, as amended by Executive Order 11375, requires all Federal contractors to "take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, national origin, or sex." Where necessary, contractors are also required to remedy the effects of past discrimination.

A listing of universities and colleges charged with sex discrimination under this Order has been included especially for those individuals presently writing affirmative action programs or those who will be attempting this task in the near future. Individuals with this list will be able to contact other universities or colleges who have experienced the necessity of writing these programs.

UNIVERSITIES AND COLLEGES CHARGED WITH SEX DISCRIMINATION
UNDER EXECUTIVE ORDER 11246, AS AMENDED.

(Filed by WEAL unless otherwise indicated)

Jan. 31, 1970: Class action requested against all universities and colleges holding Federal contracts--University of Maryland, College Park, Maryland.

Mar. 16, 1970: Class action requested against City University of New York, New York, N.Y.; Brooklyn College; City College; Hunter College; John Jay College of Criminal Justice; Queens College; Borough of Manhattan Community College; Bronx Community College; Kingsborough Community College; New York City Community College; Queensborough Community College; Staten Island Community College; York Community College; Graduate Center of the University; University of North Carolina, Chapel Hill, North Carolina.

Mar. 25, 1970: Harvard University (National Organization for Women).

Mar. 26, 1970: University of Pittsburgh (University Committee for Women's Rights).

Apr. 14, 1970: Western Carolina University, Cullowhee, N.C.

Apr. 22, 1970: American Personnel and Guidance Association, Wash., D.C.; University of Tennessee, Knoxville, Tenn.; American Psychological Association, Wash., D.C.; Northeastern Illinois State College, Chicago, Ill.; DePauw University, Greencastle, Ind.; Marymount College, Tarrytown, New York; Hartwick College, Oneonta, New York; Mercer County Community College, Trenton, New Jersey; Frostburg State College, Frostburg, Maryland; Clarion State College, Clarion, Penna.; Lincoln University, Penna.; George Washington University, Wash., D.C.; Susquehanna University, Selinsgrove, Penna.; University of North Carolina at Wilmington, N.C.; Virginia Commonwealth University, Richmond, Va.; Southern Illinois University, Carbondale, Ill.; Michigan Technological University, Houghton, Mich.; Pacific Lutheran University, Tacoma, Washington; Rutgers, the State University, New Brunswick, New Jersey; Douglass College, New Brunswick, New Jersey; Rutgers, The State University, Camden, New Jersey; Rutgers, the State University, Newark, New Jersey; Livingston College, New Brunswick, New Jersey; Chesapeake Community College, Wye Mills, Maryland.

Apr. 26, 1970: Boston College, Boston, Mass.; Northeastern University, Boston, Mass.; University of Massachusetts, Amherst, Mass.; University of Massachusetts, Boston, Mass.; Boston University, Boston, Mass.; Radcliffe College, Cambridge, Mass.; University of Rhode Island, Kingston, R.I.; University of New Hampshire, Durham, N.H.; Massachusetts Institute of Technology, Cambridge, Mass.; Tufts University, Medford, Mass.; Brandeis University, Waltham, Mass.; Salem State College, Salem, Mass.; Clark University, Worcester, Mass.; Brown University, Providence, R.I.; Amherst College, Amherst, Mass.; Assumption College, Worcester, Mass.; Holy Cross College, Worcester, Mass.; Smith College, Northampton, Mass.; University of Connecticut, Storrs, Conn.; University of Miami, Coral Gables, Fla.

May 11, 1970: Columbia University, New York, N.Y.; University of Georgia, Athens, Georgia; Western Washington State College, Bellingham, Wash.

May 25, 1970: State University System of Florida; Florida International University, Miami, Fla.; Florida Technological University, Orlando, Fla.; University of South Florida, Tampa, Florida; University of West Florida, Pensacola, Fla.; Florida Atlantic University, Boca Raton, Fla.; Florida State University, Tallahassee, Fla.; Florida A & M University, Tallahassee, Fla.; University of Florida, Gainesville, Fla.; University of Northern Florida, Jacksonville, Fla.--All two year colleges under the Division

of Community Colleges, Florida State Department of Education: Brevard Jr. College, Cocoa, Fla.; Broward Jr. College, Ft. Lauderdale, Fla.; Central Florida Jr. College, Ocala, Fla.; Chipola Jr. College, Marianna, Fla.; Daytona Beach Jr. College, Daytona Beach, Fla.; Edison Jr. College, Fort Myers, Fla.; Florida Jr. College, Jacksonville, Fla.; Florida Keys Jr. College, Key West, Fla.; Gulf Coast Jr. College, Panama City, Florida; Hillsborough Jr. College, Tampa, Fla.; Indian River Junior College, Fort Pierce, Florida; Lake City Jr. College & Forest Ranger School, Lake City, Fla.; Lake-Sunter Jr. College, Leesburg, Fla.; Manatee, Jr. College, Bradenton, Fla.; Miami-Dade Jr. College; North Florida Jr. College, Madison, Florida; Okaloosa-Walton Jr. College, Niceville, Fla.; Palm Beach Jr. College, Lake Worth, Fla.; Pensacola Jr. College, Pensacola, Fla.; Polk Jr. College, Winter Haven, Fla.; Santa Fe Jr. College, Gainesville, Fla.; Seminole Jr. College, Sanford, Fla.; South Florida Jr. College; St. Johns River Jr. College; St. Petersburg Jr. College, St. Petersburg, Fla.; Tallahassee Jr. College; Valencia Jr. College, Orlando, Fla.

May 25, 1970: Eastern Illinois University, Charleston, Ill.; Winthrop College, Rock Hill, S.C.

June 1, 1970: Entire State University and State College System of California--University of California at Berkeley, Cal.; University of California at Davis, Cal.; University of California at Irvine, Cal.; University of California at Los Angeles, Cal.; University of California at Riverside, Cal.; University of California at San Diego, Cal.; University of California at Santa Cruz, Cal.; University of California at San Francisco, Cal.; University of California at Santa Barbara, Cal.; California State College at Dominguez Hills, Cal.; California State College at Fullerton, Cal.; California State College at Hayward, Cal.; California State College at San Bernadino; California State College at Long Beach, Cal.; California State College at Los Angeles, Cal.; California State Polytechnic College, Pomona, Cal.; Chico State College, Chico, Cal.; Fresno State College, Fresno, Cal.; Humboldt State College, Arcata, Cal.; Sacramento State College, Sacramento, Cal.; San Diego State College, San Diego, Cal.; San Fernando Valley State College, Northridge, Cal.; San Francisco State Collage, San Francisco, Cal.; San Jose State College, San Jose, Cal.; Sonoma State College, Rohnert Park, Cal.; Stanislaus State College, Turlock, Cal.

May 28, 1970: University of Michigan, Ann Arbor, Mich. (FOCUS).

June 30, 1970: University of Minnesota, Minneapolis, Minn.; Carnegie-Mellon University, Pittsburgh, Penna.

July 1, 1970: Wayne State University, Detroit, Mich.

July 5, 1970: University of Wisconsin, Madison, Wis.; Brooklyn College, Brooklyn, N.Y.; Phi Delta Kappa (all male honorary educational organization).

July 1970: State University of New York (SUNY system) (National Organization for Women)--State University of New York at Albany, N.Y.; State University of New York at Buffalo, N.Y.; State University of New York at Binghamton, Vestal, N.Y.; State University of New York at Stony Brook, N.Y.; State University of New York Downstate Medical Center, N.Y., N.Y.; State University of New York Upstate Medical Center, Syracuse, N.Y.; State University Maritime College, New York, N.Y.; State University College of Ceramics, Alfred Univ., Alfred, N.Y.; State University College of Agriculture at Cornell Univ., Ithaca, N.Y., State University College of Home Economics at Cornell, Ithaca, N.Y.; State University School of Industrial and Labor Relations at Cornell, State University Veterinary College at Cornell Univ., Ithaca, N.Y., State University College of Forestry at Syracuse University; State University College at Brockport, N.Y.; State University College at Buffalo, N.Y.; State University College at Cortland, N.Y.; State University College at Fredonia, N.Y.; State University College at Geneseo, N.Y.; State University College at New Paltz, N.Y.; State University College at Ononota, N.Y.; State University College of Oswego, N.Y.; State University College at Plattsburgh, N.Y.; State University College at Potsdam, N.Y.; State University Agricultural & Technical College at Alfred, N.Y.; State University Agricultural & Technical College at Canton, N.Y.; State University Agricultural & Technical College at Cobleskill; State University Agricultural & Technical College at Delhi, N.Y.; State University Agricultural & Technical College at Farmingdale, N.Y.; State University Agricultural & Technical College at Morrisville, N.Y.

Oct. 5, 1970: Class action against all Medical Schools--Medical College of Alabama; University of Arizona Medical School; University of Arkansas Medical School; University of California at Davis, Medical School; University of California at Irvine Medical School; Loma Linda University School of Medicine; University of California at Los Angeles Medical School; University of Southern California Medical School; Stanford University Medical School; University of California at San Diego Medical School; University of

California at San Francisco Medical School; University of
 Colorado Medical School; University of Connecticut Medical
 School; Yale University Medical School; Georgetown University
 Medical School; George Washington University Medical School;
 Howard University Medical School; University of Miami Medical
 School; University of Florida; Emory University Medical
 School; Medical College of Georgia; University of Hawaii
 Medical School; Chicago Medical School; Northwestern Univer-
 sity Medical School; Loyola University Stritch School of
 Medicine; University of Chicago Pritzker School of Medicine;
 University of Illinois School of Medicine; State University
 of Iowa Medical School; University of Kansas Medical School;
 University of Kentucky Medical School; University of
 Louisville Medical School; Louisiana State University Medical
 School; Tulane University Medical School; Johns Hopkins Uni-
 versity Medical School; University of Maryland Medical
 School; Boston University Medical School; Harvard Medical
 School; Tufts University School of Medicine; University of
 Michigan School of Medicine; Wayne State University Medical
 School; Michigan State University School of Medicine; Univer-
 sity of Minnesota Medical School; University of Mississippi
 Medical School; University of Missouri Medical School; St.
 Louis University Medical School; Washington University
 Medical School; Creighton University Medical School; Univer-
 sity of Nebraska Medical School; Dartmouth Medical School;
 New Jersey College of Medicine; Rutgers--the State University
 Medical School; University of New Mexico Medical School;
 Albany Medical College; State University of New York at
 Buffalo Medical School; Albert Einstein College of Medicine;
 Columbia University Medical School; Cornell University
 Medical School; Mount Sinai School of Medicine; New York
 Medical College; New York University Medical School; State
 University of New York Downstate Medical School; University
 of Rochester Medical School; State University of New York
 Upstate Medical School; University of North Carolina Medical
 School; Duke University Medical School; Bowman-Gray School of
 Medicine; University of North Dakota Medical School; Univer-
 sity of Cincinnati Medical School; Case Western Reserve Uni-
 versity Medical School; Ohio State University Medical School;
 University of Oklahoma Medical School; University of Oregon
 Medical School; Pennsylvania State University (Hershey)
 Medical School; Jefferson Medical College; Temple University
 Medical School; University of Pennsylvania Medical School;
 Medical College of Pennsylvania; University of Pittsburgh
 Medical School; University of Puerto Rico Medical School;
 Brown University Medical School; Medical College of South
 Carolina; University of South Dakota Medical School; Univer-
 sity of Tennessee Medical School; Meharry Medical College;
 Vanderbilt University Medical School; University of Texas

Southwestern Medical School; University of Texas Medical Branch; Baylor University Medical School; University of Texas (San Antonio) Medical School; University of Utah Medical School; University of Vermont Medical School; University of Virginia Medical School; Medical College of Virginia; University of Washington Medical School; West Virginia University Medical School; University of Wisconsin Medical School; Marquette University Medical School;

Oct. 30, 1970: Ohlone College, Fremont, Cal.

Nov. 23, 1970: College of William and Mary, Williamsburg, Va.; University of South Carolina, Columbia, S.C.; University of Chicago, Chicago, Ill.

Dec. 29, 1970: Loyola University, New Orleans, La.; Louisiana State University, New Orleans, La.; Southern Methodist University, Dallas, Texas; Franklin and Marshall College, Lancaster, Penn.

Feb. 1, 1971: Yale University, New Haven, Connecticut; Pennsylvania State University, University Park, Penna.; University of Hawaii.

Feb. 26, 1971: Michigan State University, East Lansing, Michigan; Oakland University, Rochester, Michigan; University of Missouri, Columbia, Missouri.

Apr. 12, 1971: Augsburg College, Minneapolis, Minn.

Apr. 27, 1971: University of Bridgeport, Conn.; Purdue University, Lafayette, Ind.; Drake University, Des Moines, Iowa; University of Detroit, Detroit, Mich.

May 24, 1971: Willamette University, Salem, Or.

This listing has been excerpted from Fair Labor Standards Amendments of 1971. Hearings, as cited in the bibliography.