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Women's Studies Newsletter March 1977

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This issue of the Newsletter concentrates on women in business, management, administration, and related fields. Some of the material is of special interest to secretaries and those concerned with upgrading the status of many women in the labor force.

A recent article in the DuPont Context discusses women in corporate management. Although most "women at the top" feel that sex barriers to high corporate positions and the concomitant stereotypes are fading, they also articulate the sentiment that it will be decades before women are truly integrated into middle management positions, an area that is presently almost totally male. Women nationwide continue to receive much less pay than their male counterparts. The aforementioned article states that the average salary of women administrators and managers is 58% less than that of males in the same category. Part of this discrepancy is the result of very few women at the top levels. Those women who have made it continue to cite incidences of blatant, as well as subtle discrimination. Nevertheless, they all seem to feel that the situation is better than it used to be—the biggest area of change to be in attitudes. One top corporate women noted that she did not know of a single women whose thinking hadn't changed as a result of the women's movement.

Some women feel that women bring a more humanistic perspective to management while others claim that a women cannot avoid making a tough judgment any more than a man can. Many women in management feel that women are more experimental and more people-oriented. Others feel this holds true for younger people of both sexes.

How quickly a woman can move up in a company is frequently determined not so much by the woman but by the nature of the company. Power oriented companies are not favorable places for women to move up. Companies that emphasize achievement and others that are service oriented are the most likely to place a value on terminating discrimination and setting goals to do so.
In spite of optimistic trends, many people continue to harbor hostility toward affirmative action. One woman executive fears that the gains women have made are in jeopardy. Many men continue to see competition with women as threatening. If more able women enter business, demonstrate competence, and build up confidence, perhaps there will be a greater demand for women. As another women executive notes, "you can't legislate acceptance". One could emphasize, however, that it will take all the brains available—both male and female—to solve the world's economic problems. Nevertheless, the percentage of women at higher levels has actually declined. The reasons for this are multiple, including few management development programs for women, the negative attitudes of male managers, and the growing dissatisfaction of white males. Biases instilled for decades will not change until attitudes toward women's and men's roles in society change. A more flexible work week and new categories rather than the current permanent vs. temporary and part-time vs. full-time would be advantageous for both men and women.

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Job Prospect for Women Brighter — A recent issue of Higher Education and National Affairs reported that salary offers for women at the bachelor's level rose 68 per cent over last March, and this was on top of last year's 27 per cent gain. Despite this gain, however, the proportion of women's offers to the total bachelor's volume remained a mere 18 per cent. At the master's level, volume for women increased 80 per cent over last year. Women's total share of the volume was 16 per cent.

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Annotated Bibliography on WOMEN, MANAGEMENT, AND PROFESSIONAL LIFE

Basil, Douglas, Women in Management, Dunellen Publishing Company, New York, 1972. Reports results of a study reflecting the opinions of government and business leaders toward women as managers, and presents a prescription for women to combat prejudice and qualify for management positions.

Bernard, Jessie. WOMEN AND THE PUBLIC INTEREST: AN ESSAY ON POLICY AND PROTEST. Chicago: Aldine/Atherton, 1971 (paper). Analysis by a leading feminist and sociologist on how public policy does or does not take account of women. Considers issues of professional women, women's traditional functions, women in protest, and an alternative view of social policy that would "fit the establishment to the lives of women" instead of women's lives to the establishment.

Bird, Caroline, Everything a Women Needs to Know to Get Paid What She's Worth, (also authored Born Female), David McKay Company, Bantam Books, 1973. Full of advice on how to get out of the female job ghetto, what industries are opening up to women, how to penetrate an all-male field, how to detect sex discrimination and what to do about it, and much more. A very good section on resources, books, newsletters, women's organizations and counseling services.

Epstein, Cynthia Fuchs, Women's Place: Options and Limits in Professional Careers, University of California Press, Berkely, California, 1970. An exploration of what has happened to women's roles in law, medicine, accounting and management, and what it all means.


Freeman, Jo (ed) WOMEN: FEMINIST PERSPECTIVE. Palo Alto, California; Mayfield Publishing Company, 1975 (paper). A collection of articles, most previously published, on the body, the family, sex role socialization, work, etc. The essays on work include analyses of trade unions, the working poor, and labor force overviews. Only one deals with professional women, and none with management, leadership, or power.

Ginzberg, Eli. EDUCATED AMERICAN WOMEN: LIFE STYLES AND SELF-PORTRAITS. New York: Columbia University Press, 1966 (paper). Based on research on over 300 women who attended professional or graduate school between 1945 and 1951, along with 26 detailed life histories.


Kanowitz, Leo, WOMEN and the Law: The Unfinished Revolution, University of New Mexico Press, Albuquerque, NM, 1969. Examined cases of discrimination in justice against women. Demonstrates, through many cases, the position of women in the courts.

Korda, Michael, Male Chauvinism: How It Works, Random House, New York, 1973. Korda, a successful executive, replays one-by-one the games men play to keep women at the bottom of the organizational ladder. Like Up the Organization it is about the way things work at work.

Kreps, Juanita, Sex in the Marketplace: American Women at Work, John Hopkins University Press, Baltimore, 1971. Presentation of statistics concerning the demand and supply for women workers. An analysis of the value of women's work (housekeeping to production work), and an evaluation of the slow process of change that is taking place.

Loring, Rosalind and Theodora Wells, Breakthrough: Women into Management, Van Nostrand Reinhold Company, New York, 1972. Shows business leaders of all types how and why the admission of more women into management insures greater productivity for their organizations. Specifically focuses on some success stories and their background.

Lynch, Edith M. THE EXECUTIVE SUITE: FEMININE STYLE. New York: AMACOM (a division of the American Management Association), 1973. An advice book, based on interviews with about 50 women, most of them in executive positions. Reports comments and anecdotes unanalytically, but many of the anecdotes are interesting and revealing. May be too unsophisticated for women who are already inside organizations, but a useful tool for those who want a peek inside.

Maude, Frances, Executive Careers for Women, Harper and Row, New York, 1961. What women need to know to take advantage of openings in top jobs. Insight is given into business management, public relations, fashion management, finance and government as possibilities. Describes the women executive's role.


Report of the New York City Commission on Human Rights. WOMEN'S ROLE IN CONTEMPORARY SOCIETY. New York: Avon, 1972 (paper). Complete hearings, recommendations, and findings of the Commission. Testimony from a wide array of luminaries and organization representatives on women's rights, labor and employment issues, social services, private industry, education, the arts, law, and politics.


Smuts, Robert W., Women and Work in America, Schocken Books, New York, 1971. An analytical, lucid, well-structured historical review that provides a welcome perspective of the continuously developing role of women in work. A large section focuses on the values and attitudes of both men and women toward the female position in business.

Sweet, James A., Women in the Labor Force, Seminar Press (Harcourt, Brace, Jovanovich), New York, 1973. Reports the results of a research study which provides a detailed analysis of employment patterns and earnings of working wives in the U.S.

Publications of the Women's Bureau, U.S. Department of Labor

"Women Managers", packed with statistics from the 1970 census data about women in business management.

"Careers for Women in the 70's", outlook on job opportunities for women in a variety of fields, with suggestions for finding the right job.

"Know Your Rights: What a Working Wife Should Know About Her Legal Rights", handbook of legal factors affecting working women, and how they can protect themselves.

"Job Finding Techniques for Mature Woman", helpful job-searching suggestions for women who are returning to work after a long absence from the labor force. Especially good suggestions for writing resumes.

IN PROGRESS:

Millman, Marcia, and Kanter, Rosabeth Moss (eds). SEX AND SOCIAL INQUIRY. (title subject to change). New York: Doubleday, August 1975. A series of essays by feminist social scientists on theories and research in a number of fields, including women in organizations and management theory, medicine, and politics.


Most of the following books are more recent than those above and several were used in a recent January Term course, Exploring Feminism. Several are available in the campus bookstore.


A recent case at the University of Northern Iowa highlights the discrimination to which secretaries are subject at all educational institutions. Women in these jobs have been forced to accept low wages resulting from historic sex discrimination and occupational sex segregation, practices which artificially depress the market value of such occupations as clerical work and nursing.

Two secretaries at the University of Northern Iowa filed suit against the University, charging the State of Iowa and the university system with violating Title VII and the equal protection clause of the Fourteenth Amendment by paying women less than men for comparable work and comparable jobs.

For details of the case, see the March issue of the GLCA Women's Studies Newsletter or contact Juliana Lightle at the Women's Coordinator's Office in Beth Eden, Ext. 270.

OF SPECIAL INTEREST...

The Office of Women's Studies, the Women's Programming Advisory Committee and the Women's Services Unit are sponsoring a program on "Women and the Sciences", April 11, 12 and 13, with assistance from the College of Mathematical and Physical Sciences. For further information, contact Elaine McCrate, Women's Studies Office, OSU, 422-1021.

A Workshop on Financial Planning for Women is being offered by OSU Continuing Education Division on Saturday, April 16 and 23 from 9:30 a.m. to 3:30 p.m. in the Fawcett Center for Tomorrow. The first Saturday the course will present methods for evaluating alternatives in financial decision-making, including budgeting, investing, and understanding insurance and retirement plans. The second Saturday the program will include dealing with various financial institutions and their services. A $33.00 fee includes lunch. For information and registration call Continuing Education, 422-8571.

Don't forget that Harriet Arnow, author of The Dollmaker, will be on campus April 18 for a major presentation and as a guest speaker in several classes. Contact the English Dept. for details.

Women's Week is scheduled for May 1-7, 1977. The major event of the week will be a presentation by Warren Farrell, author of The Liberated Man. A detailed schedule will be posted later.

Fan the Flames Feminist Book Collective, which is affiliated with the Women's Action Collective in Columbus expanded recently when the Collective moved into new quarters. The new address is 127 E. Woodruff Ave., Columbus, Ohio, (614) 291-7756. Their hours are 1-7 p.m. Monday thru Friday and 1-5 p.m. Saturday. They can order for classes as well as personal and welcome invitations to set up literature tables at conferences, meetings, and other community events.
An anonymous but acute and mischievous observer of the office
scent compiled this telling commentary:

A businessman is aggressive; a businesswoman is pushy.
He is careful about details; she's picky.
He loses his temper because he's so involved in his job;
she's bitchy.
He's depressed (or hung over), so everyone tiptoes past
his office; she's moody, so it must be her time of the month.
He follows through; she doesn't know when to quit.
He's firm; she's stubborn.
He makes wise judgments; she reveals her prejudices.
He's a man of the world; she's been around.
He isn't afraid to say what he thinks; she's opinionated.
He exercises authority; she's tyrannical.
He's discreet; she's secretive.
He's a stern taskmaster; she's difficult to work for.

(The above was loosely adapted from "The
Executive Women", a newsletter for women in business.)
The staff of this Newsletter wishes to apologize to all Supportive Staff women for neglecting to include them in the parenthesis on the top of page 4 in the last Newsletter. The portrait feature will be continued in the next issue. We welcome suggestions if you have someone you feel would make a good person for that feature.

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