

October 28, 1971



TO: Departmental and Divisional Chairmen
FROM: Gloria Shapiro
SUBJECT: Recruitment of Women

A few department chairmen and the chairman of Arts and Sciences have indicated that they would like specific suggestions as to how to contact qualified women to interview for vacant or new positions. My comments are in response to those requests.

(1) Most professional organizations have newly organized women's caucuses or committees on the status of women. Those committees generally organize a registry for women who are seeking jobs. The national office of your professional organization can direct you to such a registry. If your organization does not now have a women's registry or a women's caucus, the chances are very good that one will be formed at the annual meetings this year. Watch for signs of it when you go to the meetings, and inform one of the organizing women that you are interested in hiring qualified women.

(2) When you place an ad or register an open position, you might include a phrase such as "qualified women are encouraged to apply" or "we are especially interested in qualified women."

(3) When you write to specific graduate departments around the country, be aware that a large percentage of those departments have followed the unofficial but regular practice of placing their men graduates first. They have not generally sent out dossiers of women (hence the idea that qualified women are scarce) except to junior colleges and third-rate institutions. The only way to see dossiers of women and thus to place them in fair competition with men) is specifically to state that you are eager to consider female as well as male candidates. If you do not make such a statement, you may get the distorted impression that only men are available. (I should add that if you simply ask for their best "person," you will generally get their best male, even if there are as many as five women clearly superior to him.)

Let me add, once again, that the Women's Caucus of IUSB does not support the hiring of women whose qualifications are inferior to those of competing men. We are merely working to establish honest competition based entirely upon qualifications and not artificially limited on the basis of sex.

cc: Chancellor Wolfson
Dean Risler
Women's Caucus