

## Campus activities

**Friday**  
InterVarsity Christian Fellowship Faculty Conference, 8 a.m., 701 Rudder  
College of Vet Medicine Convocation, 1:30 p.m., Rudder Theater  
Iranian Student Association, 7:30 p.m., 504 Rudder  
Aggie Cinema, "Rocky," 8 and 10 p.m., Rudder Theater

**Saturday**  
InterVarsity Christian Fellowship Faculty Conference, 8 a.m., 601 Rudder  
College of Vet Medicine Symposium, 8 a.m., 701 Rudder  
Chess Committee, 12 noon, 308 Rudder  
Women's Soccer Team, game against U.T. women's team, 12 noon, Athletic Complex  
SOTA, 6 p.m., 145 MSC  
Society of Iranian Students, 7 p.m., 141 MSC

Aggie Cinema, 8 p.m., Rudder Theater  
**Sunday**  
Humane Society of Brazos County, benefit horse show at Pleasant Acres on Turkey Creek Road, 9 a.m.  
Gromets, 12 noon, 137 MSC  
Muslim Student Association, 1:30 p.m., 410 Rudder  
Chess Committee, 6 p.m., 302 MSC  
Young Life, 7 p.m., 301 Rudder

**Monday**  
Dance Arts Society, ballet, 7:30 p.m., 260 G. Rollic White  
**Tuesday**  
Spring 1978 Student Teachers, 5 p.m., 206 MSC  
English 251, "Citizen Kane," \$1 admission, 8 p.m., 146 Physics Building  
**Wednesday**  
Bridge Committee, 7:15 p.m., MSC  
Electrical Engineers Wives Club, 7:30 p.m., Figure Salon

## A&M tests frustration in animals

Helplessness — that "who cares?" feeling that drapes over you when you think rewards and responses in your world never seem related — is under study by a Texas A&M University psychologist.

Dr. Jack R. Nation, an assistant professor of psychology, is conducting basic experiments with animals under a \$5,850 National Institute of Mental Health grant.

He is trying to see if animals, once rewarded for remaining absolutely still, can reverse their behavior and learn to run for reinforcement, or if they will retain their former habits.

Nation said recently the cognitive theory of behavior, which in this case states that subjects learn that their responses and rewards are related, predicts that the animals will pick up on the new task and run.

Another theory, that of instrumental learning, indicates the animals might suppress responses to the new situation, relying on their past experience that not moving meant reward.

Nation said the testing of these two theories will assist in establishing a fundamental model for study of neurotic depression in humans. Since scientific examination of the field is new, some of the Texas A&M findings may provide a base for further experiments.

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## Women at work

By COLIN CROMBIE  
The employment of women in executive positions at Texas A&M University appears to be following national trends.

"We are seeing more women moving into high executive positions on campus," said Ray Smith, director of the University personnel department.

At Texas A&M, about 10 percent of the executive, administrative and management positions were held by women in July of this year, according to an Equal Employment Opportunity survey.

Sue Greenfield, assistant professor of management at A&M, is currently working on a doctoral dissertation in business administration at the University of Southern California. Her topic is a descriptive study of the organizational behavior of women.

Greenfield said the results of her study fulfilled her prediction that discrimination and pressure in male-dominated jobs are problems for women.

She explained that male-dominated jobs are jobs where women constitute 30 percent or less of the workers. Balanced jobs had 30 to 70 percent women and highly female-dominated jobs had 70 to 90 percent women.

Although her study was mainly carried out in Los Angeles, she said her results reflect the national situation, with Texas and the South being a bit slower than the other states.

But she said that it is hard to generalize because attitudes can change between organizations and between departments.

Greenfield questioned more than 400 women on the fears and anxieties of success. Her findings indicated that the women in male-dominated jobs have very few differences from the women in female-dominated jobs.

There is no difference in marital status, but women employed in male-dominated jobs are less likely to have children than in female-dominated jobs, she said.

Women in male-dominated jobs said that the feeling of success is important and they measure success by recognition, job title, responsibility, and a high salary.

On the job, acceptance of women executives varies among male colleagues and among subordinates, Greenfield said.

The first few female executives in a company tend to be seen as the model of all female executives, Greenfield said.

"They feel pressured to succeed and to set an example for other women to follow," she said.

But she disapproves of this attitude.

"Women should have the opportunity to fail just as men have the opportunity to fail, and should not have to be the model for all other women," she said.

Greenfield's teaching assistant, Richard Scruggs, told of a Texas

A&M coed who recently graduated with a bachelor of science degree. She was the first woman to be hired by an oil company, and was told that she'd be the model for all women to come.

Studies show that an increasing number of subordinates are indifferent about the sex of their boss, Greenfield said.

Subordinates are more willing to accept a female executive with power who can help them in their own career, she added.

An advanced college degree helps a woman in a male-dominated job, Greenfield noted.

Cynthia Irby, Texas A&M's Affirmative Action officer and the newest woman executive on campus, said that she was chosen because of her experience and her higher education (master's degree).

Personnel director Ray Smith said that at all levels on campus the qualifications and experience based on the requirements of the position that is open are the considerations of employment.

"Our policy is no discrimination, it is to consider women and men equally," Smith said.

"Recent laws have given us a keener awareness of the civil rights movement,"

Greenfield remarked that the future of executive female employment is heading in the direction of an egalitarian society.

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