

The Criminologist

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Sexual Harassment and the Criminological Profession

Betsy Stanko
Brunel University

Late last summer and early Autumn (1991), the Women's Division on Women and Crime conducted a members' survey on sexual harassment and sexual safety in the profession. Over the past few years, the Division had become aware that a number of its members were involved in individual faculty initiatives to combat sexual harassment on campuses throughout the U.S. Initiating a survey provided a forum for an informed discussion which could focus on the experiences of our own members. The survey seemed one way to explore the impact of sexual harassment on the professional lives of the Division's members.

Coincident to the distribution of the survey was the Judge Thomas confirmation hearings. The Anita Hill/Clarence Thomas sexual harassment allegations was rated the third most important event in the U.S. in 1991. What effect these hearings had on the survey is open to speculation. What was clear, however, when the preliminary findings of the survey were discussed at the 1991 ASC meetings in San Francisco, was the raw emotional response that followed. For some women members of the ASC the issue of sexual harassment is very much alive and is an active concern.

There is little doubt that women criminal justice professionals encounter widespread sexism and situations of sexual harassment. Women police officers, corrections officers, lawyers, victims, defendants, to name a few, have all reported many instances of sexually intimidating and/or degrading conduct (see, for example, Martin 1980; Schafran 1987; Zimmer 1986). Women in academe are not immune. Romanoglu, for example, suggests that women in higher education confront 'male dominated hierarchies,

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Global Perspectives on Sociolegal Studies

*Law and Social Science Program
National Science Foundation*

Proposal Submission Target Dates: February 1, 1993

The Law and Social Science Program at the National Science Foundation is continuing its special competition for research dealing with global perspectives on sociolegal studies. The aim of this initiative is to support research on law and law-related processes and behaviors in light of the growing interdependence and interconnectedness of the world. The competition seeks to encourage examination of both global dimensions of sociolegal phenomena (e.g., disputing, law and social change, legal pluralism, social control, crime causation) and sociolegal dimensions of global phenomena (e.g., economic and commercial transactions, immigration and population shifts, social and ethnic conflict, regulation of the environment, public and private governance). Proposals are welcome that advance fundamental knowledge about legal interactions, processes, relations, and diffusions that extend beyond any single nation as well as about how local and national legal institutions, systems, and cultures affect or are affected by transnational or international phenomena. Thus, proposals may locate the research within a single nation or between or across legal systems or regimes as long as they illuminate or are informed by global perspectives.

Proposals submitted to this initiative must be received at NSF by February 1, 1993. In addition to standard proposals, planning grant proposals, travel support requests to lay the foundation for research, and proposals for improving doctoral dissertation research are welcome. Funding decisions will be announced approximately four-six months after the deadline. Proposals should be prepared in accordance with the guidelines in Grants for Research and Education in Science and Engineering (NSF 90-77). For more information on the types of activities eligible for support, contact Susan O. White, Program Director, Law and Social Science, National Science Foundation, 1800 G Street, N.W. Washington, D.C. 20550. Phone: (202) 357-9567; e-mail SWHITE@NSF.BITNET; Fax: (202) 357-0357.

AROUND THE ASC

Susan O. White has joined the National Science Foundation as a visiting scientist and Director of the Law and Social Sciences Program. She succeeds Michael C. Musheno, who returns to the School of Justice Studies at Arizona State University.

Susan White is a former Trustee of the Law and Society Association and was Program Chair for the 1989 annual meeting to the American Society of Criminology. She is currently on the Editorial Board of the Law and Society Review. White looks forward to talking with law and social science colleagues about their research interests.

Dorothy Guyot, Author of *Policing as though People Matter* (Temple, 1991), has joined a planning group to design a liberal arts college based on great books of the Western and East Asian traditions. The opening of Maruzen College in Antrim, New Hampshire is planned for 1994.

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[which] leads to widespread defense of male privilege and to institutionalized forms of violence' (1987:61).

It should come as no surprise that the problem of sexual harassment touches very deeply the lives of **at least** some women members of the ASC. Prevalence studies of sexual harassment suggest that anywhere between one third to four fifths of working women report experiences of sexual harassment (see, for instance, Erez and Tontodonato 1992 and Stanko 1985). The often cited U.S. Merit Systems Protections Board's (1981) survey of federal workers found that 42 percent of women and 15 percent of men alleged sexual harassment. (The place where women reported greatest harassment was the Department of Justice!)

The Survey

Of the 220 distributed questionnaires¹, sixty-five (65) were returned, a completion rate of approximately 27 percent. Six (6) men and 58 women took part². Respondents ranged in age from the mid-twenties to early 60s, with half of the respondents aged between 40 and 49. Overwhelmingly Caucasian, most of those surveyed were employed as full-time university professors.

Respondents were asked to reflect upon their experiences in three areas: professional and graduate school training; research and fieldwork; and current working context. The questionnaire focused explicitly upon unwanted sexual attention (sexual harassment). In retrospect, it would have been desirable to include questions about working climates that may not be sexually harassing, but are nonetheless degrading of women and women's research. Some respondents reported having their work dismissed as unimportant or atheoretical because it placed women and women's concerns center stage. This clearly is a serious professional issue.

Survey Findings

Nearly three out of five respondents (59%) reported they had received some unwelcome comments/remarks about their sexuality during their professional and graduate training. The comments and remarks occasionally included racist and homophobic overtones. Typically, the reaction of the recipients of such remarks was one of anger, shock, irritation, and disappointment. Sexual banter, considered by many to be harmless, has many different meanings for many recipients. All sexual comments, especially to women, are experienced in the context of wider and widespread concern about sexual integrity and sexual danger (see, Gordon and Riger 1988; Stanko 1990).

One respondent told of:

An ongoing problem occurred when I was a graduate assistant and actually ended up with the professor trying to kiss me. Most of the time though he simply managed to direct the conversation regardless of what it was about, to sex.

Another:

One senior male faculty member once said to me 'I understand you are a real puritan', which I interpreted as a sexual overture. Another time he said, 'I'd like to spank you.' I was working for this professor at one time and had intended to take a course from him. I'd prepared an annotated bibliography for the course and was very interested in the topic. I didn't take the class. Further, I had to reject repeated efforts by the professor to get me to enroll.

Respondents were asked about experiences of sexual intimidation. For purposes of the survey, intimidation was defined as a threat or bribe by a person in a position of authority to coerce sexual contact. Seventeen (17) percent of respondents felt sexually intimidated by someone in authority, usually a dissertation supervisor or professor in their graduate department. The kinds of sexual intimidation ranged from offers of financial and academic support in exchange for sex; refusals to process data for one's dissertation because of refusal of sexual advances; threats or promises of grades, recommendations, or grants; being given pornography as part of 'professional' reading materials. The impact of the intimidation was wide ranging. Respondents reported changes of courses of study, changes of supervisors, or some dropped out of PhD programs for a while. All reported feeling angry, horrified, confused, self-doubting, and fear of losing or failing the PhD.

HARASSMENT, continued from page 3

One commented:

He refused to accept my research data for processing if I did not engage in some sexual acts with him. I refused and did all the calculations by hand.

And another reported:

The department chair and my major advisor gave — on two separate occasions — pornography to read. He often gave me books, so I took them, not realizing until I got home what they were. I had to change advisors and my dissertation topic. I figure I lost two years having to re-start research in a new area.

While examining sexual intimidation and sexual harassment, it is also important to explore how voluntary sexual involvement between faculty and students is part of a continuum of sexual relations in adult life. Respondents were thus asked if they had voluntarily engaged in sexual relations with her/his professor during undergraduate/graduate academic career. Seventeen (17) percent replied that they had. These liaisons varied from 'one-night' encounters to life-long commitments. Some married their professors and established enduring partnerships; others married their professors only to discover that it was the subordinate relationship that had attracted the professor and the relationship was not sustained.

A respondent reflected:

In retrospect, I define it as harassment. Indeed, it was institutionalized sexual harassment since most women grad students there, had at least one affair with a faculty member. Many of the faculty were continually having affairs with graduate students. One, then another, then another and on through the years. How can it not be coercive, given the power differential [between student and faculty member]?

In a now classic article, Benson and Thomson suggest that 'the practice of sexual harassment both reflects and reinforces the devaluation of women's competence and helps erode their commitment to competitive careers.' (1982:248) It is largely women who bear the brunt of typically, individual male sexual interest. As graduate students in a male-dominated field, women must negotiate sexual comments and advances alongside their academic pursuits. While for some this may prove to be a positive experience personally and professionally, for many others, managing sexual harassment of male professors becomes a good learning ground for managing the sexism of criminal justice professionals.

One woman commented on the 'Catch-22' she experienced:

Faculty told me as a graduate student that my demeanor was not feminine enough (too serious, not smiling enough), or that my attitudes were too feminine (lack of ambition in career plans, insufficiently competitive behavior).

The second section of the questionnaire focused on sexual comments and/or intimidation during fieldwork and research. Approximately one in three reported encountering sexual harassment during this phase of their work. Some felt resigned to the reality that being a woman in criminology meant that sexism and sexist comments were inevitable and 'just part of the work.' Women reported negotiating with lecherous men for access to data in police stations, correctional facilities or court clerks offices. For some, however, such comments and intimidation meant that they felt unable, either because they refused to be humiliated or were frightened of the intimidation, to continue in their research site. Some chose to do work in more mainstream areas.

One woman replied:

Each time I go into the police station to collect data I have to contend with a senior officer who carries on an ongoing obscene conversation. Just the other day the officer managed to make remarks about 'burning delicate parts' of my body while asking about the nice weather over the weekend!

Gender is an important determinant in successfully negotiating access and cooperation within research settings (see, for example, Hunt 1984; Warren 1988). Being male or female does not preclude access or cooperation, but it does set varying parameters for the negotiation. Usually the negotiation takes place within heterosexual boundaries, and, as the research indicated, being female within an all or largely heterosexual setting has consequences. The findings of this survey suggest that there are costs to gender negotiations for some women who choose to leave fieldwork sites because of the sexual harassment encountered.

Managing encounters with sexism and sexual harassment seems to be an ongoing accomplishment of many respondents of the survey. Employment as full-time criminologists did not provide immunity

HARASSMENT, continued from page 5

from sexual harassment and sexual intimidation. Over half of the respondents (53 percent) have met with many forms of unwelcome sexual comments during their professional employment. Nearly half of them (one quarter of all respondents) report they are currently working in a situation where they have experienced or have experienced harassment.

One woman reported that:

[A number of us] are now involved in formal grievance against a male colleague. We are working in an entirely poisoned environment because other male colleagues object to their comfort level being threatened. They know he did it, but not to them. It's bad out here! These guys are either predators or up on the mountain ignoring the predators.

In speaking about their current working context, women spontaneously raised the issue of sexual discrimination as another powerful force working against women and their work in criminology. While some women stated they had not met with hostility directed toward their sexuality and sexual integrity, they felt that they were dismissed, undermined, and undervalued by their colleagues because they focused their writing and teaching on women. This aspect of women's working lives in the field of criminology deserves more attention.

How the ASC Should Respond

I urge the ASC and its Executive Board to recognize the problem of sexual harassment as a serious issue for many women criminologists. The ASC, as an organization, can condemn sexual harassment, name it as discriminatory behavior, and acknowledge that sexual harassment and discrimination effect the lives of **at least** some of its members in a serious way. One step the Executive Board could take is to set up a special committee to further investigate the problem and make recommendations about the parameters of 'ethical' professionalism. The Board, for instance, could move to adopt an ethics statement on the problem. I understand one such policy is under discussion by the Ethics Committee.

This survey raises serious questions about how female graduate students are currently trained: widespread sexual harassment of women professionals, well documented by a number of studies, is all too often the hostile climate within which women will work and is often treated as the mere backdrop against which women enter the field of criminology and criminal justice.

The survey also indicated that there are members of the ASC who are working in hostile and intimidating situations, with colleagues who are members of the ASC. The ASC and its Executive Board must confront the uncomfortable fact that, for some members of the ASC, the men who pose the most threat to and anxiety for some female members of the ASC are some of the male members of the ASC. We must all admit that sexual harassment is a problem that demands recognition and attention in an organization that should have confidence in its professionalism.

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Endnotes

1. The survey was mailed centrally from ASC and it has not been possible to verify exactly how many questionnaires were mailed. We make this estimate from the number of standing members at the time. A number of our members reported never receiving the survey, so the actual number of questionnaires mailed could be lower. This would make the response rate higher.
2. One man reported experiences sexual advances from another man; another sexual advances from female students. Because of the small numbers of men who responded, this survey will focus on the experience of the women.

Social Science Research Council Fellowships and Grants for Research on the Urban Underclass

The **Social Science Research Council** offers dissertation fellowships and undergraduate research assistantships for research on the urban underclass. The purpose of the program is to advance research on the structures and processes that generate, maintain, and overcome the conditions and consequences of persistent and concentrated urban poverty in the United States. **Undergraduate Research Assistantships** offer financial support of up to \$5,000 (per student) to support research conducted by undergraduate students in collaboration with faculty and/or advanced graduate students. (Up to five undergraduates may receive support in connection with a single project.) **Dissertation Fellowships** provide financial support of up to \$22,000 for eighteen months of full-time research directed toward the completion of the doctoral dissertation. **Application deadline: December 10, 1992.** For further information and application materials please contact:

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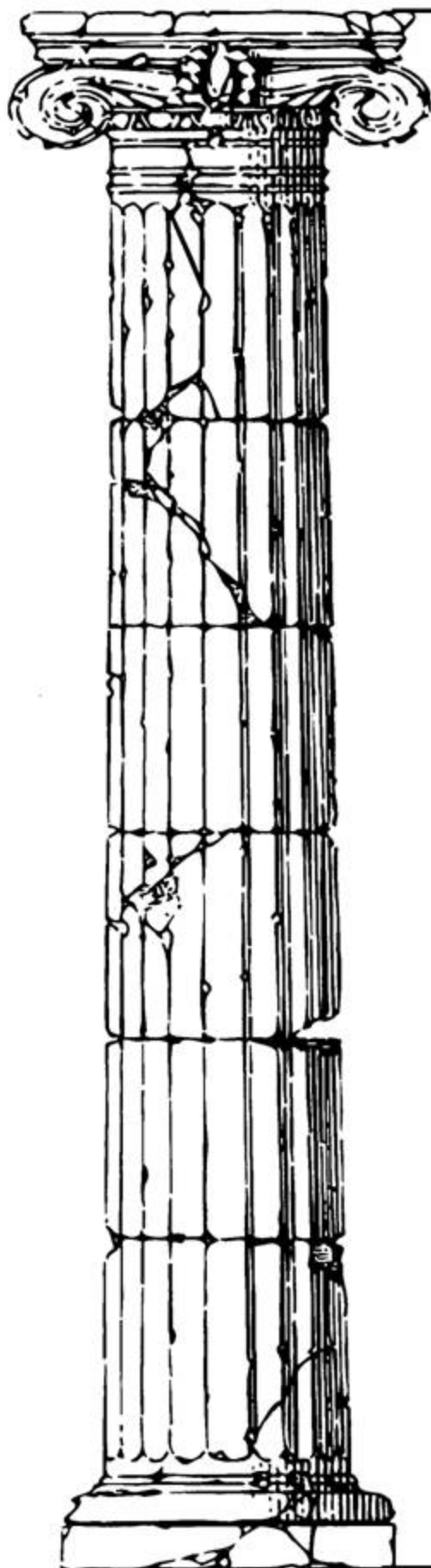
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Grant Establishes New Center For Law Enforcement Ethics

The Southwestern Legal Foundation, parent organization of the Southwestern Law Enforcement Institute, announced today that the Meadows Foundation of Dallas, Texas has awarded the foundation a start-up grant of \$75,000 to help launch a new Center for Law Enforcement Ethics.

According to Southwestern Law Enforcement Institute Director Dr. Gary W. Sykes, "Some believe that public confidence in police ethics has reached a crisis point. Recent events have sparked national interest in the use of force and related ethical issues. The establishment of a Center for Law Enforcement Ethics is of signal importance. Many police administrators have expressed the need to address problems of ethics and integrity and the Center for Law Enforcement Ethics will assist them and their officers in meeting this challenge. The Meadows grant presents an opportunity to constructively focus attention on an issue that goes to the heart of policing."

Established in 1947, The Southwestern Legal Foundation is a national and international center for continuing legal and professional education. It offers a wide variety of programs on subjects ranging from law enforcement education to transnational arbitration, and from labor law to oil and gas legal studies. Over the years, the programs of its six divisions have attracted registrants from around the United States and 110 foreign countries.

Law and Social Science Program National Science Foundation

Proposal Submission Target Dates: January 15 and August 15

The Law and Social Science Program at the National Science Foundation supports social scientific studies of law and law-like systems of rules. These can include, but are not limited to, research designed to enhance the scientific understanding of the impact of law; human behavior and interaction as these relate to law; the dynamics of legal decisionmaking; and the nature, sources, and consequences of variations and changes in legal institutions. The primary consideration is that the research shows promise of advancing a scientific understanding of law and legal process. Within this framework, the Program has an "open window" for diverse theoretical perspective, methods, and contexts for study. For victimization, legal and social change, patterns of discretion, procedural justice, compliance and deterrence, and regulatory enforcement are among the many areas that have recently received program support.

The review process for the Law and Social Science Program is approximately six months. It includes appraisal of proposals by *ad hoc* reviewers selected for their expertise from throughout the social scientific community and by an advisory panel that meets twice a year. The target dates for the submission of proposals are January 15 for proposals to be funded in or after January. For further information on application procedures write or call: Susan O. White, Program Director, Law and Social Science, National Science Foundation, Washington, D.C. 20550. Phone: (202) 357-9567; e-mail: SWHITE@NSF.BITNET; Fax: (202) 357-0357.

Call For Papers

The journal *Law and Human Behavior* announces a *Special Section/Issue on Race, Ethnicity, and the Law*. Theoretical and empirical articles on any aspect of race, ethnicity, law, and legal processes are invited.

Deadline for completed manuscripts is February 1, 1993. Manuscript style may conform either to the Uniform System of Citation or to the Publication Manual of the American Psychological Association. Send four copies (three prepared for anonymous review) to: Valerie Hans and Ramiro Martinez, Jr., Editors, Special Section/Issue on Race, Ethnicity, and the Law, Criminal Justice Program, Department of Sociology and Criminal Justice, University of Delaware, Newark, DE 19716.

For more information please feel free to contact either of the editors (Valerie Hans: 302-831-8231; Ramiro Martinez, Jr.: 302-831-2291).

Dangerous Men 2Ed.by **Richard McCleary**Foreword by **Todd Clear**

A new edition of this classic essay on the sociology of parole. "...must reading for all students of criminal justice..." (from the Foreword.) CONTENTS: Forewords by Todd Clear and David Fogel. 1. Introduction. 2. Power and Authority. 3. Discretion. 4. Parolee Types. 5. Paperwork. 6. A Sociology of Parole. References. Index. ISBN: 0911577246. 156 pages. Price: \$15.50

New!**Race and Criminal Justice**Edited by **Michael J. Lynch and E. Britt Patterson**

Collection of original and authoritative articles covering role and definition of race in criminal justice research, bias crimes, race and policing, juvenile justice, and much more. Excellent comprehensive coverage for class use. CONTENTS: 1. Law, Justice, and "Americans": An Historical Overview/Bailey. 2. Minorities and the Police/Smith, Graham and Adams. 3. Bias in Formalized Bail Procedures/Patterson and Lynch. 4. Ethnic, Racial, and Minority Disparity in Felony Court Processing/Farnworth, Teske and Thurman. 5. Race and the Death Penalty in the United States/Bohm. 6. The Over-representation of Blacks in Florida's Juvenile Justice System/Tollett and Close. 7. American Indians and Criminal Justice/Zatz, Lujan, and Snyder-Joy. 8. An Examination of Ethnic Bias in a Correctional Setting: The case of the Mariel Cubans/Clark. 9. Racial Codes in Prison Culture/Thomas. 10. Disparity in the Incarceration of Minorities/Nelson. 11. Racially Motivated Crimes/Garofalo. References. Index. Approx. 220 pages. (0911577203). Paper. \$17.50.

Situational Crime Prevention: Successful Case StudiesEdited by **Ronald V. Clarke**

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New!**PRIMERS: Unmatched Anywhere****Corporate Crime, Corporate Violence: A Primer**
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TENTS: 1. Quiet Violence. 2. Corporate Crime: Definition and History. 3. Calling a Crime a Crime. 4. Conventional Laws for Unconventional Crimes. 5. Regulating Health and Safety. 6. Green Criminology: Corporate Violence and the Environment. 7. Explaining Corporate Violence. 9. Restructuring Risk Decision-making. References. Index. 172 pages. ISBN 0911577238. Price: \$15.50

It's Back!**A Primer in the Sociology of Crime**by **S. Giora Shoham and John Hoffmann**

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A Primer in Private Securityby **Mahesh Nalla and Graeme Newman**Foreword by **R.V.G. Clarke.**

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New Orleans: Good Food, Good Music, and Good Times

Hennessey D. Hayes and Mary Baldwin Kennedy

Tucked away in a crescent-shaped bend of the Mississippi River, New Orleans is home to approximately 500,000. Residents can enjoy what their city has to offer on a daily basis. Visitors, however, will go to great lengths to cram into a few days all that there is to do. Some may begin by taking the streetcar to the Uptown area of New Orleans so they can walk through the historic Garden District. This area of the city was first settled by wealthy Americans coming to New Orleans. Visitors may then take lunch at The Napoleon House or snack on coffee and gibnets at Cafe du Monde and walk it off with a promenade through the historic French Quarter. By evening, they may dine in one of several nationally noted restaurants in the French Quarter and throughout New Orleans where local chefs daily perform amazing culinary feats. Commander's Place and Antionne's are consistently given five star ratings; the Praline Connection and Cafe Atchafalaya are local favorites. Finally, by nightfall, they may choose to sit back and listen to some authentic New Orleans jazz at Preservation Hall, sip a Hurricane and relax at one of Pat O'Brien's patio or piano bars, or venture on to famous Bourbon Street where they may satisfy some of their more prurient interests in one of several vicarious ways. The end of this, which may be well into the following morning, will surely leave the visitor exhausted but wanting more.

New Orleans is culturally rich and artistically sound. Newcomers

to the city will quickly notice a distinct ethnic heritage that has been preserved in local architecture and art. Buildings in the French Quarter are particularly interesting in this regard, as are the homes in the Garden District and plantations located outside the city. History enthusiasts will discover a veritable mecca in New Orleans. Several museums in and around the city display relics that convey the city's unique history.

Life in New Orleans takes a slower pace than in other parts of the country. Visitors coming to the city find it easier to relax than in other places they visit. New Orleanians have maintained a lifestyle that is characterized by an almost Caribbean disregard for the typical hustle of daily life. Instead, we take the time to talk to a neighbor or to say hello to people we pass on the street. In some ways we have resisted the pressures of progress — the time-saving technologies at home and

in the work place that have sped up people's lives rather than make more time for idleness. New Orleanians have taken advantage of this idle time. Often times residents of the city can be found along the shores of Lake Pontchartrain or Woldenburg Park. New Orleanians may also be found taking long walks in the French Quarter after work, or having a drink with some friends in one of several neighborhood bistros. Life in New Orleans seems much simpler compared to other parts of the country, and the people who live here welcome that simplicity.

Those coming to New Orleans in November for the annual American Society of Criminology conference can rest easy knowing that after the meetings have adjourned, they can venture off into the streets of a city that will embrace them with its historical and cultural charm.

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THE CRIMINOLOGIST will regularly feature in these columns position vacancies available in organizations and universities, as well as positions sought by members of the Society.

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It is the policy of ASC to publish position vacancy announcements only from those institutions or agencies which subscribe to equal educational and employment opportunities and those which encourage women and minorities to apply.

Institutions should indicate the deadline for submission of application materials.

The Professional Employment Exchange will be a regular feature at each Annual Meeting. Prospective employers and employees should register with the Society no later than three weeks prior to the Annual Meeting of the Society. Appropriate forms may be obtained by writing to the ASC offices in Columbus, Ohio.

To place announcements in **The Criminologist**, send all material to: Stephen E. Brown, Editor, **THE CRIMINOLOGIST**, Dept. of Criminal Justice and Criminology, Box 70,555, East Tennessee State University, Johnson City, TN 37614-0555. FAX 615-929-5770.

INDIANA UNIVERSITY — BLOOMINGTON, DEPARTMENT OF CRIMINAL JUSTICE, seeks applications and nominations for the position of full professor (with tenure) and department chair. A multidisciplinary department within the College of Arts and Sciences, we welcome candidates with distinguished scholarly records and an interest in providing leadership for a growing department with links to other units within Arts and Sciences, the Law School, and the School of Public and Environmental Affairs. In addition, the chair will oversee development of the new Ph.D. program with four tracks: cross-cultural, law and society, criminal justice systems and processes, and theories of crime and delinquency. Send nominations and letters of interests (with a vita) to Ellen Dwyer, Chairperson, Department of Criminal Justice, SYC 302, Indiana University, Bloomington, IN 47405 (FAX: Criminal Justice Department [812] 855-5522; BITNET Dwyer@IUBACS). Affirmative Action/Equal Opportunity Employer. First preference will be given to

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UNIVERSITY OF MARYLAND, INSTITUTE OF CRIMINAL JUSTICE AND CRIMINOLOGY announces a tenure track faculty position for the Fall, 1993 at the Assistant Professor level. Salary is negotiable and competitive. Ph.D. required. Qualified applicants should send vita and three letters of reference to: Dr. Charles F. Wellford, Director; Institute of Criminal Justice and Criminology; Room 2220 LeFrak Hall; The University of Maryland; College Park, Maryland 20742-8235. For best consideration applications should be received by October 15, 1992. The University of Maryland actively subscribes to a policy of equal education and employment opportunity. Minorities and women are encouraged to apply.



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