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Editor's Notes

American Woman's Society of Certified Public Accountants

American Society of Women Accountants

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Editor's Notes

Support the ERA

The United Nations has proclaimed 1975 International Women's Year. And numerous organizations have proclaimed 1975 the year in which the Equal Rights Amendment will become the 27th Amendment to the United States Constitution.

Among the organizations supporting the ERA are our two sponsoring organizations: The American Woman's Society of Certified Public Accountants and the American Society of Women Accountants. Sally J. Self, CPA, and Pearl J. Mullvain, the president of AWSCPA and ASWA, respectively, are strong advocates of the ERA and have urged our members to work for its ratification in their states.

When North Dakota ratified the ERA early this year it became the 34th state to do so. Two states, Tennessee and Nebraska, which had earlier ratified the ERA have since rescinded their ratifications, an action of doubtful legality. Strictly speaking, only four more states are needed to make the 27th Amendment a reality; but to overcome the negative actions of Tennessee and Nebraska ratification by another six states would put all legal doubts to rest.

The sixteen states which have not yet ratified the ERA are: Alabama, Arizona, Arkansas, Florida, Georgia, Illinois, Indiana, Louisiana, Mississippi, Missouri, Nevada, North Carolina, Oklahoma, South Carolina, Utah, and Virginia.

If you live in one of these sixteen states which has not yet ratified the ERA, you

owe it to yourself and to all women to work for its ratification. You can do this by working through the E.R.A. Coalition, an umbrella organization of more than 60 women's groups. Or you can circulate and sign a petition at your next ASWA Chapter meeting and mail copies of it to all your state representatives and senators.

In addition to — or instead of — these actions you can write to your state representatives and senators urging them to vote for the Equal Rights Amendment. You don't necessarily have to write a long letter; a postcard saying simply "Support the ERA" should be sufficient to let them know how you feel. And how much time and money does it take to send a few postcards?

And all of you, whether you live in one of the 34 states which have already ratified the ERA or in one of the 16 which have not yet done so, can send a check to one or more of the organizations which are working actively for ratification.

In our January 1974 issue Dr. Patricia C. Elliott, CPA, reported on "The Status of the ERA" in our Legal Developments Department (pp. 18-19). Her column summarized most of the arguments which have been advanced against the ERA and rebuts each of them. She also lists the most important benefits of the ERA. If you want to refresh your memory and be ready to win opponents to the ERA over to our side, then do read her column again.

And then don't just sit there and wait for your income tax refund. Do something for the ratification of the Equal Rights Amendment!

Personal Management

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sometimes replete with grammatical and spelling errors.

Be discriminating in selecting to whom you send your resumé. Wrong exposure or over-exposure could cost you your job, if you are just "exploring the market". Beware of replying to "blind" ads, your letter and resumé could end up on your boss' desk, or on the desk of a friend with whom he or she frequently talks at professional meetings.

Using an Executive Search Firm

If you contemplate sending your resumé to an executive search firm, make sure that you clearly understand how the firm operates. Does the firm guard your professional anonymity and/or contact you before submitting your resumé to a client? Determine how visible you are and how careful you must be. Choose your search firm accordingly. Does the firm keep you and your resumé on "active status" and are you being continually considered for openings?

Keep the search organization to whom you submit your resumé apprised of changes in your status, i.e., added responsibilities, greater relocation flexibility, and any other change that might be relevant to the job you seek. Of course, you must always advise the search firm of a change in a telephone number and/or an address. An executive search firm's immediate response to a prospective employer can be very important, so make sure the firm you use can contact you quickly when the need arises.

In estimating the time it will require to locate a new position, allow a week for every \$1,000 in salary. Keep in mind that this does not include the goal setting and evaluation period, nor the time required to prepare and produce your resumé.

Don't wait until you need a job to send your resumé to a search firm. If it has your updated resumé on file, it can contact you and keep you abreast of what is available. This keeps you informed of the job market, and it allows the search firm leeway in working for you. Remember that the right job might not present itself for twelve months or more.

Even in the current climate, companies are looking for qualified professional people. As an indication, during the last three weeks, two companies have approached us requesting help in locating financial women. Both of the openings carry salaries above \$40,000. So despite all you read, good people are still being sought. Make sure they find you! !