

## Machine

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Several Elon students are grateful that a new teller machine is on the way.

"It's an excellent idea! There have been many times when the ones in town have been temporarily out of service," said Cristy Goodson, a senior.

Sophomore Kristin Hill is also pleased by the idea, "It will make it much easier because now I won't have to drive out of my way to somewhere else," she said.

A teller machine had been discussed for several years by the managers at the bank said Judy Tisdale, assistant vice president and branch manager at Elon's NCNB branch.

It will cost thousands to install the machine and to pay for maintenance problems in the future she said. This is a large amount since the machines do not make a profit.

This new teller machine is designed to be a service to Elon students and the community. The support that Elon students bring to NCNB was a factor in bringing about this new economic change. Many students living on campus bank across the street at NCNB.

NCNB currently has 232 full service branches operating in North Carolina. One hundred and thirty four of those branches have ATM machines in operation.

"I'm glad the new machine is coming, both for Elon students and the community because they are important to our success," Tisdale said.

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## Kilpatrick

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depend upon the nature of a candidate's experience: Work in sales or production counts for more than achievement in research or public relations.

Networking is a practice that works against women; this is the informal system by which top jobs result from word-of-mouth referrals. There is a network of old boys, but not of old girls. Many large corporations depend upon executive committees at lower levels of management; if women are not named to these committees, they lose the experience that goes into promotions and raises.

Other barriers are attitudinal. Sexual stereotypes persist. Justice William Brennan described them two years ago in the case of Ann B. Hopkins of Price Waterhouse. After five years with the company, her name was put up for promotion to partner. Thirteen of her

evaluations were excellent; she had landed a fat contract for the firm, her work outstanding, and so on.

But "on too many occasions Hopkins' aggressiveness apparently spilled over into abrasiveness." She was criticized for being brusque, profane, unduly harsh, difficult to work with; in sum, she was a "macho" woman. One partner was full of helpful advice: If she wanted to make partner, she should walk, talk and dress "more femininely," put on some makeup, get her hair done.

Justice Brennan saw catch-22. Under this intolerable and impermissible approach, women are "out of a job if they behave aggressively and out of a job if they don't."

Whatever the causes, the evidence is clear. In the admittedly limited sample of the glass-ceiling study, only 6.6 percent of top

executives were women. In Charleston, S.C., two women

reporters for the Post-Courier took a look locally. At South Carolina Electric & Gas, only one of 18 top executives is a woman. At publicly owned Santee Cooper, women held two of 11 top spots. At South Carolina National Bank, the score was two of 40. At the College of Charleston, two of 13.

Are women, as a class, less qualified? The Adelman study looked at the high school class of 1972 and followed graduates for 14 years. Both in high school and in college, women's academic performance was superior to men's. Women went to college at the same rate as men; they won more scholarships, completed degrees faster and had higher grade-point averages. Their achievements in mathematics were notably higher

than men's. Why aren't these findings reflected in the executive suite?

The defensive response of management is that in time, they will be reflected. Women will be brought increasingly into lower management levels, and will be pushed toward the top. "Yeah," says the vice president of my own corporation, with a small note of weariness in her voice, "they've been saying that for years."

James J. Kilpatrick is a nationally syndicated columnist.



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