

news

NHTSA



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NHTSA Supergrade

Marie D. Eldridge, director of the Office of Statistics and Analysis, Research and Development, is the highest graded woman in NHTSA and one of six women supergrades in the Department of Transportation. Her 21-year ascent up the civil service career ladder, from a GS-11 analytical statistician with the Department of the Army to her current GS-17 post, is a remarkable example of what one woman could do and serves as an inspiration to other women throughout the federal service.

Shortly after beginning her federal career in June 1954 as an analytical statistician with the Department of the Army, Marie transferred to the Bureau of Old Age and Survivors Insurance, Social Security Administration. There she held a number of progressively responsible assignments, the last one with that agency being assistant chief of the Statistics Branch. In 1960 she transferred within the Department of Health, Education and Welfare to the U.S. Office of Education as chief of statistical operations and later was named chief of advisory and development services. In 1962 she joined the National Institute of Mental Health to develop data related to manpower in the mental health field. Three years later, in 1965, she joined the Post Office Department



Marie Eldridge, Office Director

staff in the Office of Statistical Programs and Standards, was appointed deputy director in 1968, and was named director of the office in August 1970. She joined NHTSA as chief of the Mathematical Analysis Division in December 1972 and in November 1974 was officially designated as director of the Office of Statistics and Analysis.

Marie holds a Bachelor of Arts degree in Mathematics from the College of Notre Dame of Maryland (1948) and a Master of Science degree in Biostatistics from the John Hopkins University (1953). Prior to entering governmental service, she was employed in private industry in the field of statistical quality control and also taught Statistical Quality Control at the University of Baltimore.

Among her many outside activities, she is a Fellow of the American Statistical Association and has held elective and appointive offices on the Executive Board of the Washington Statistical

(See Supergrade on page 8)

From the Desk of...

Although highway traffic safety is a relatively new field of special activity in the federal government, women have



The Administrator

made an undeniable contribution to the successes thus far realized.

At the close of the last fiscal year, women comprised nearly 36% of the full-time work force of NHTSA. And more than 27% of all newly hired professional employees were women. In addition to direct program implementation at the local level, these individuals provide valuable administrative support in the areas of management and program analysis, budget preparation, research, contract administration, personnel processes, legal actions, public information and clerical functions. With increasing numbers, we hope to have an even greater pool of female talent to draw upon for accomplishment of future goals.

The Department of Transportation has designated Fiscal Year 1976 as Women in Transportation Year, and this month NHTSA is carrying out programs to identify problems that women face in employment and to highlight career opportunities which may be of special interest to women.

To highlight the accomplishments of women in highway traffic safety, we have prepared a special exhibit featuring specific areas in which they have distinguished themselves, both within NHTSA and elsewhere. Our Washington, D.C. staff is invited to view this display during the next two weeks in the Southwest plaza entrance to the Nassif Building.

James B. Gregory

Editor's Mailbox

The Editor's Mailbox is open to all NHTSA employees. We invite you to submit your views, questions, observations or suggestions covering any facet of NHTSA's day-to-day activities to Editor's Mailbox, NHTSA News, Room 5215, Nassif Building. Those with broadest interest to NHTSA employees will be published, either in full or in part, as space permits. All letters must be signed.

graffiti

"A Woman's Place Is Everyplace"

Bumper Sticker on a Woman-Owned (???) Car

Calendar of Events

September

24-26 The Sub-Committee on Identification of Vehicles of the International Standards Organization (ISO) will meet in Rome, Italy, to continue work toward standardizing Vehicle Identification Number (VIN) on an international basis.

9/75 The Brussels Working Party (GTB), an advisory body to Working Party 29 of the Economic Commission for Europe, specializing in lighting and reflectorization, meets in Brussels, Belgium (dates to be determined).

October

19-23 National Conference of Governors' Highway Safety Representatives, Atlanta, Ga.

21-24 The Group of Rapporteurs on General Safety Provisions (GRSG) of the Economic Commission for Europe (ECE) meets in Rome, Italy. Dr. Edward Wallace, Chief, Tire Division, OCA, MVP will give a speech on "Radial Tire Performance" before about 500 GSA field service personnel in Nashville, Tenn.



The symbol above is the United Nations symbol for International Woman's Year, which began on January 1, 1975. It is in the shape of a dove of peace and incorporates the mathematical sign for equality and the female biological sign. Appropriately it ties in with the theme of International Woman's Year which is "Equality, Development and Peace."

This issue bears this symbol in recognition of the more than 300 full- and part-time female employees of NHTSA who so greatly contribute to helping the agency accomplish its mission. Some of these women and what they are doing to help get our job done are featured throughout this issue, as August is NHTSA's month to honor women.

However, programs for and about women will be highlighted during the entire length of Fiscal Year 1975. In support of International Woman's Year, FY-76 has been designated as Women in Transportation Year (WITY) in honor of all DOT women. A number of programs are underway. In July OST started off WITY by sponsoring several programs; August is NHTSA's month for highlighting women; and all other DOT agencies will have one month specifically designated as the month for that agency to recognize the contributions of its women. But agency pro-

grams are not limited to that agency alone; all DOT employees, (male or female) are welcome. Watch for them in the Calendar of Events in future issues of NHTSA News.

Who's Who in NHTSA

Ever get so wrapped up in a cause that you wished it was the only thing you had to do? That you could earn your room and board at the same time you were crusading for your cause?

Shirley Lloyd has found just such a combination as the federal women's program coordinator for NHTSA. "This is an ideal job," she says.

Shirley was born and raised in the Washington, D.C. area and graduated from George Washington University in 1970 with a Bachelor of Arts degree in Anthropology. Before working for NHTSA, she worked for the District of Columbia as a welfare case worker, then as an assistant to the Administrator.

As part of her present job, Shirley travels to college campuses where she recruits for NHTSA, with a special interest in recruiting more women. She enjoys recruiting: "I get to travel and meet people all over the country." One of the highlights of her first 10 months with NHTSA was an invitation to the White House.

Shirley has been organizing the activities for "Women in NHTSA Month," a part of "Women in Transportation Year," sponsored by DOT. Another of her



Shirley Lloyd, NHTSA Woman's Coordinator

projects, as a member of the Office of Civil Rights, is to develop a special training course to help people attain upward mobility by teaching them how to present their best qualities.

In addition to her enthusiasm for equal employment opportunity, Shirley is interested in the programs of NHTSA. She feels she has become a safer driver because she has learned much about highway safety. "I never go over 55 and I always wear my safety belt."

For the last five years Shirley has been practicing karate, and has earned her brown belt.

Recently, she took up tennis for two reasons. She enjoys the game and she admires Billie Jean King. "I think she (King) is one of the most influential sports figures ever."

When asked what is being planned for the men in NHTSA, Shirley replied, "The rest of the century is yours."

FOR WOMEN ONLY

[Because Marie Eldridge is tops among the women in NHTSA (and one of the highest graded women in DOT, as far as that goes), NHTSA News asked her for advice to other women on how to get from here to there. This is what she had to say.]

Women's Lib

By Marie Eldridge

Elimination of discrimination, where it has existed, will not, in my opinion, resolve the major problems encountered by working women. Combining marriage and a career, regardless of the professional opportunities, requires that the husband recognize the necessity of assuming a fair share of the family responsibilities which tradition has assigned to the woman. Without this, either the marriage or the career, or both, will be adversely affected. If there are children, adequate child care is essential. I don't think enough attention is being given to the child care problem by the current crop of women's libbers. (I refer to the "current crop" because we need only to look to our history books and they are there in whatever period you care to explore.) Much of what we read today with regard to women's lib attempts to deemphasize the social and cultural differences that have developed between the 2 sexes. I think this effort is artificial and believe that the truly

free woman is only free if she has managed to acquire "assistance" in the duties she would assume if she were not working. These chores are not going to disappear.

When we interview women for possible employment we are advised not to ask questions about the family--is the husband's position expected to remain in Washington?--what arrangements have been made for child care? I find this advice difficult to follow as long as (a) the woman's position is viewed as the "second position" in the family and (b) it is assumed that the wife automatically responds to the need to be home when the housekeeper doesn't "show" or a child is home from school on a holiday or has chicken-pox. When husbands pitch in, then, and only then, will the question be of no significance.

My advice to aspiring career women is to maintain your femininity, but don't expect concessions because of your sex; define your goals and if married or about to be married, make sure that you and your husband have a clear and mutually acceptable understanding of your respective responsibilities. With obvious minor adjustments, that's good advice for young men coming up the career ladder. Women are going to be more heavily involved in work-related activities and a price must be paid. Hopefully, to most, it is a worthwhile expenditure, if not nominal.

Marihuana Discovery

A breakthrough in research by the University of Missouri will aid in efforts to determine the effect of marihuana on driver performance. Up until now, marihuana concentration in a person's bloodstream could not be measured. Now, University of Missouri researchers have developed a reliable method to measure quantitatively the major metabolites of the drug in blood, breath and saliva. This method depends on the use of high-pressure liquid chromatography (means of separating the drug) and mass spectrometry (recording the concentration), and will be used in efforts to determine whether or not the use of marihuana is a contributing factor to accidents.

During its research of the drug, the University of Missouri also discovered a new marihuana metabolite in blood, breath and saliva which can be used to detect the presence of the drug in body fluids for as long as 5 days after smoking. Additional research is required to identify and quantify this metabolite. By using the relation between this metabolite and other major marihuana ingredients, we may be able to calculate the drug level at the time of an accident from body fluid samples obtained at some time after the accident. This effort will supplement efforts to determine the level at which marihuana impairs driver

performance to a point which would be considered hazardous.

Drs. Paul Bryant and James Valentine of the University of Missouri did this work under contract with NHTSA. NHTSA/Research and Development, in cooperation with the National Institute for Drug Abuse, has asked the University to develop procedures that would simplify the original method, and identify and quantify the metabolite.

Dr. Ramey To Speak

"Dynamic." "Penetrating." "Sure to shake both men and women to their very roots." Comments overheard about Dr. Estelle R. Ramey from those having seen her in action before.

But judge for yourself. She'll soon be here - August 26, 11 a.m., Room 2230, Nassif Building. She's NHTSA's guest speaker as part of its program for women this month.

An activist in the woman's rights movement, Dr. Ramey contributes to the cause. President of the Association of Women in Science Educational Foundation. Vice-President of Woman's Equity Action League (WEAL) of Maryland. Convener of the Woman's Political Caucus of Maryland. Winner of the 1972 Washingtonian of the Year Award. Don't miss her.

Hard Work Pays Off

Personal dedication and hard work have certainly paid off for Mrs. Gwendolyn Browne, who currently is the highest graded minority woman in NHTSA. Her climb up the civil service ladder from a GS-03 clerk-typist to a GS-13 budget analyst was accomplished in 13-1/2 years without the benefit of a formal college education.

Gwen attributes much of her successful climb up the GS ladder to the support, encouragement and assistance she received from her supervisors. As one of the finest she mentions Budget Director William "Bill" Heneghan, with whom she has worked for 6 years in two government departments.

But much of her success came about as a result of her own personal efforts. In addition to hard work and long hours on the job, Gwen attended the Department of Agriculture's Graduate School during off-duty hours completing a year-long course in "Federal Budgetary procedures." And she did not stop there. Her training has included other courses taken both during the day and in the evening.

A native of Washington, Gwen traveled to New York City upon graduation from Cardoza High School and worked for several years as a bookkeeper. In 1958 she began her federal career with the Department of Health, Education, and Welfare/Public Health



Gwen Browne, Budget Analyst

Service as a clerk-typist. Five years later, in the same department, she was promoted to a paraprofessional position as a GS-07 financial management assistant. With her eyes to the future, she took and passed the Federal Service Entrance Exam on her first attempt. In 1967 she became a budget analyst and since then has received three promotions to the position she now holds.

Her current job primarily involves working with high-level officials in formulating budget recommendations for our agency's motor vehicle and traffic safety programs.

Recently Gwen received a special achievement cash award "for valuable and extraordinary contribution to the fulfillment of NHTSA's budget function".

When asked what she enjoys most about her current job, Gwen said, "The day-to-day challenges and involvement in the various program efforts give me a great deal of satisfaction. It's a job to which I personally relate."

Women in NHTSA

International Woman's Year. Women in Transportation Year. Women in NHTSA Month. August 1975 and the spotlight is on us. It is our time to shine, to reflect, to remember what we've accomplished and have yet to do.

Nearly 36% of NHTSA's employees are female. They fill positions from clerk to supergrade. Generally, they feel that NHTSA is a good government agency to work for. Comments like M. M. Rone's "I absolutely love it" and Elaine Weinstein's "I get along fine with my fellow workers" can be heard both in D.C. and the regions. Many women have written their own success stories with the help of NHTSA.

However, several secretaries have pointed out that government secretaries can be in a "dead end" field. After reaching a certain level, they say, a secretary faces three choices: to maintain the same position and grade, to move on to an office where a higher grade secretarial position may be available, or to make the transition from clerical to professional. Two of the women interviewed who have been able to make that transition are Hattie Smith, MVP Program Assistant, and Carolyn Thompson, TSP Administrative Officer.

"I felt very fortunate at all my jobs," Hattie says. "The management in MVP is actively thinking

about females and minorities and is trying to help." She emphasizes the necessity to "be a person first" for both men and women in the working environment.

Carolyn attributes her ambition and energy to several incidents from her school days: She was inspired by her English teacher and Shorthand teacher to work hard. As a Black in a primarily White high school, she felt the necessity to study more diligently. Two brothers offered her constant competition academically and in sports. Even today, she wants to compete in tennis with one brother who teaches that sport. She's practicing. "One day he's going to read a name on his list of tennis matches and see it's going to be me."

Carolyn has taken many job-related courses in her government work and feels, as most of the women interviewed felt, that the courses can be very helpful.

Women who have been in the professional field in government from the beginning of their careers face a somewhat different set of problems and advantages. Elaine Weinstein came to NHTSA straight from college. A large adjustment, she recalls. "Some men don't know how to handle female professionals," Elaine says, balancing this by emphasizing that "some women are not always too sure of themselves, either" in the workday environment. Adjustment is a mutual process.

Barbara Faigan, OPP economist, feels that NHTSA needs even more professional women. Barbara has a baby daughter and has arranged to work part time. "My own work experience is good" she says, but wonders what other women with young children and more financial pressures do. Barbara believes the government should open some Day Care Centers, like the one that was experimental at HEW. They could be subsidized, or run on ability to pay.

In a year when emphasis is being placed on women, it is inevitable that minorities be considered as well. In addition to other minority members of the agency, NHTSA has a Spanish-speaking American woman in its employ. Gloria Fernandez is correspondence secretary for the Driver Register. Her ancestry in this country dates back, on her paternal grandmother's side, to the conquistadores. Gloria has worked for many government agencies and feels that the people she works with in NHTSA are especially nice.

The women in the regional offices have some unusual benefits and difficulties. Betty Seaborn, Financial Assistant in Region II, is pleased that NHTSA gives her the chance to travel. She and other regional financial assistants meet each other through conferences held in D.C., Denver, and other places. On the other hand, "Having a personnel office in Washington is a disadvantage," as one accounting technician

points out. Another problem mentioned by several women is that the regional offices are small, thus limiting the opportunity for upward movement in any particular location.

There are about 300 women in NHTSA. About 20 were interviewed. Some are happier with their jobs than others, and some feel some changes in their particular cases would be beneficial. Each brings a unique and interesting background to her position that could be a story in itself. Each is aware of the progress which has been made toward opening up employment opportunities for women, and hopes to see more. As Alice Harkless, OCC secretary-typist so aptly puts it, "We want to get the chance to show what we can do. That's all we want is a chance." We hope "Women in NHTSA Month" will give a chance or two. More success stories should be written.

Personnel Gains, Losses and Promotions

Gains

Avater J. Winborne, clerk-typist, Executive Secretariat, 7-28.

Losses

Joseph Napoli, assistant to the director for Interagency Coordination, Traffic Safety Programs, retired 7-31.

Charles Strother, physical scientist, Research and Development, 8-2.

Sue C. Kaminsky, clerk-typist, Research and Development, 8-2.



D.C. Grant

Eric Ramey, a pupil at Washington, D.C.'s Sharp Health School, demonstrates the operation of a driver education simulator for NHTSA Administrator Dr. James B. Gregory and Associate Administrator for Traffic Safety Programs Fred W. Vetter, Jr. Several simulators are used at the school to train handicapped youngsters seeking driver permits.

The occasion was presentation of a \$193,750 federal incentive grant to the District of Columbia for achieving significant progress in reducing highway fatality rates during calendar year 1973. The District, plus 23 States, qualified for grants authorized by Congress to encourage states to develop and implement effective measures for reducing their highway fatality rates.

D.C. Department of Motor Vehicles Director Joseph P. Murphy said

\$73,000 of the grant will be used to purchase additional driver education simulators for the D.C. Public Schools.

Job Openings

This list of current vacancies is provided for information only. Distribution date of the NHTSA News does not control the opening or closing dates of the announcements. Copies of the official announcements are posted on the bulletin board outside of Room 5306 or are available from the Office of Personnel Management.

Clerk-Typist, GS-322-2/3/4. Opens: 7/1, Continuous. NHTSA-76-01.

Clerk-Stenographer, GS-312-3/4/5. Opens: 7/1, Continuous. NHTSA-76-02.

Clerk-Dictating Machine Transcriber (DMT), GS-316-3/4/5. Opens 7/1, Continuous. NHTSA-76-03.

Secretary (Typing) or (Dictating Machine Transcriber), GS-318-4/5/6. Opens: 7/1, Continuous. NHTSA-76-04.

Is Your Car Properly A-tired?

If it is not, it can be in the near future. As announced in the first issue of NHTSA News, a new Consumer Information Regulation, Uniform Tire Quality Grading, (UTQG) has been established which will require tire manufacturers and brand name owners to provide grading information for new passenger car tires in each of the following areas: treadwear, traction, and temperature resistance. Radial tires are to be graded by January 1, 1976; bias-belted tires by July 1, 1976; and bias ply tires by January 1, 1977. However, the industry has challenged the UTQG standard in court. The respective grades will be molded onto the tire sidewall, contained on a label affixed to each tire (except for tires on new vehicles) and provided for examination by prospective purchasers in a form retainable by them at each location where tires are sold, i.e., information pamphlets.

In order to set and maintain these standards, NHTSA has established a testing location in the vicinity of Goodfellow Air Force Base in San Angelo, Texas. A tire's treadwear grade is based on the total mileage which it can be expected to achieve on a 400 mile test course in tests conducted by NHTSA. This mileage is projected from measurements made during a 6,400 mile test consisting of eight cycles

on this government course. After each cycle the tires are rotated so that each accumulates equal mileage at each of the four positions around the car.

The treadwear grade is a comparative rating based on the wear rate of the tire when tested under controlled conditions on the government test course. Tires are graded in increments of 10 units with a norm of 100. Thus, a tire graded 200 would wear twice as well on the government test course as a tire graded 100. As another example, a tire graded 80 would wear only two-thirds as well as one graded 120. It should be emphasized that the relative ratings apply to the government test course, whereas under conditions of actual use, any tire may depart significantly from its norm due to variations in driving habits, service practices, and differences in road characteristics and climate.

There will be three possible traction grades designated by these symbols: "**," "*", and "0." These represent the tire's ability to stop on wet pavements as measured on concrete and asphalt test surfaces located at Goodfellow Air Force Base. Two stars will indicate the highest grade while a tire marked "0" may have poor traction performance.

Heat build-up within a tire can result from speed, outside temperature, improper inflation, overloading, and other factors. Sustained high heat can cause the material of the tire to degenerate and reduce the life of the

tire. Excessive heat can lead to sudden tire failure. The temperature resistance grades are A (the highest), B, and C, representing the tire's resistance to heat, and its ability to dissipate heat.

Employee Service Center

Maps of the District of Columbia and nearby Maryland and Virginia are available without cost in Room 3413-3415, Nassif Building, 426-0497.

A Fact Sheet on "Transportation and Energy Conservation" has been put out by OST. It is brief, to the point, and packed with useful and interesting information. Copies are available from Eleanor Kitts, Room 5202. Get one and pass it along.

Supergrade (from page 1)

Society for the last 7 years. She was elected Vice President/President Elect 1975-76 of the Washington Statistical Society and has initiated and chaired the Employment Committee of the Society for the past 5 years.

In addition, she serves as a volunteer staff member of the primary department of her Church School and, as time permits, volunteers her photographic capabilities to assist the training and public relations efforts of the Montgomery County Association for Retarded Children (MARC).

She and her husband, Paul, live in Chevy Chase, Maryland, with their two children, Julia, 11, and Dan, 10.