

# University accused of sex bias

The federal government has asked the University for written commitments to assure equality of opportunity for female employees.

The request was made in a letter to University President Robert Clark from the U.S. Department of Health, Education, and Welfare. HEW has responsibility for assuring equality of opportunity under all federal contracts at educational institutions. The University currently has about \$17 million in such contracts.

The letter was from Marlaine Kiner, director of HEW's regional civil rights office in Seattle. She led a HEW team which visited the University to conduct a review on March 15 to 19 and March 22 to 24.

"We have concluded that the University of Oregon is not fulfilling its obligations and we must ask for your written commitments to take appropriate corrective action," Miss Kiner wrote.

"Without such commitments, we are unable to certify the University of Oregon is a responsible contractor and eligible for the award of government contracts." She asked that the commitments be submitted by June 1.

On receipt of her letter, Clark said, "I, personally, would be surprised if in this or any other organization one could not find incidents of discrimination, but if they exist at the University they are not intentional, and where they can be identified we will move with dispatch to eliminate them."

The letter is part of a nationwide review of equality of opportunity being made by HEW at colleges and universities. The newsletter of the National Association of State Universities and Land-Grant College reports that "letters are being sent to presidents of every educational institution identifiable as an actual or potential holder of government contracts."

This action follows the issuance of federal guidelines in June, 1970, requiring employers to take affirmative steps to recruit women, NASULGC reported.

Prior to the June order, institutions had been devoting their major attention to eradication of

discrimination because of race. In her letter Miss Kiner asked for a complete computer printout of all University employees by name identified by race.

"This material will be analyzed and a date will be arranged for a follow-up compliance review to investigate the University of Oregon's employment practices as they relate to minority group persons," she wrote.

During her March visits she received a printout of all employees by name, but date concerning race was incomplete because in former years it had been University policy, under requirements of state law, not to keep records according to race.

To gain the racial data requested by HEW it will be necessary for the University to conduct a racial survey of all employees, Ray Hawk, dean of administration, explained. This means that information from personnel files relative to discrimination must be provided by name to the federal government, he said.

On this subject the NASULGC newsletter wrote: "Questions have been raised by certain institutions as to whether the federal agencies have the right to inspect any personnel files they feel are pertinent to a case."

"HEW contends that this right is explicit in any government contract that the college or university signs, and that the institutions are free to refuse any contract with those terms they cannot abide. Further, HEW says that prospective employees should be advised, prior to employment, that their personnel records may be subject to such inspection in order to fulfill the terms of a federal contract."

Miss Kiner wrote that the University's recruitment practices for academic employees contributed to an "underrepresentation of females." Of a total of 2,444 academic employees, 564 are females, she noted. The University must "achieve a ratio of female employment in academic positions at least equivalent to their availability," she wrote.

The University must also "improve" the ration of

female admissions to Ph. D. graduate programs which provide employment opportunities, her letter said.

NASULGC reports this has been a point of disagreement with HEW by other institutions, and that the issue has been submitted to HEW Secretary Elliot L. Richardson.

Wage discrepancies against females exist in some academic areas, Miss Kiner reported. She requested the achievement of salary equity in every job category. "This will necessitate an extensive analysis of employment records," she wrote.

To conduct such an analysis of individual personnel records will require the appointment of a special faculty committee to review faculty records, according to Dean of Faculties Harry Alpert. He said such a committee would be appointed immediately and would have to devote a large amount of time to the task.

In the academic area, Miss Kiner also noted "segregation by sex in the men's and women's Physical Education departments." She wrote: "The University must establish that sex is a bona fide occupational qualification for each job in the two departments."

In the ranks of University Civil Service employees, women "are in the majority in the 'traditional' lower paying jobs," Miss Kiner wrote.

Rules for employment of Civil Service employees are established by Oregon law, which the University and all other State agencies must follow, and classification of positions and rates of pay are established by Civil Service Law.

"We are cognizant of the University of Oregon's personnel procedures for classified employees under the State of Oregon's rules and merit system law," Miss Kiner wrote. "However, this fact does not in any way preclude or excuse the University from inquiring into those procedures."

A "corrective action" she requested was "to modify job titles to a neuter gender" of such jobs as "watchman" and "draftsman."

## Teller heckled during lecture

By DEAN WHEELER  
Of the Emerald

Edward Teller, the noted atomic physicist, faced a vocal group of protestors at the regularly scheduled physics colloquium Thursday afternoon.

Teller, often called the "Father of the H-bomb," discussed the morality of science and technology with students protesting Teller's involvement in the construction of the fusion bomb and its subsequent use on Hiroshima at the conclusion of his lecture.

At this time critical students pressured Teller into the following statement:

"I believe the decision to drop the bomb without warning or demonstration—giving the Japanese a chance to surrender—was a real mistake. I said so at the time, and the last time I made this statement publicly was at the American Association for the Advancement of Sciences meeting in Chicago."

At that December, 1970 meeting several young scientists and engineers attempted to present Teller with the "Dr. Strangelove award" engraved with the words: "I was just following orders."

Teller did not accept the award. The topic of the colloquium was supernova, but twice during the early part of the lecture, Teller was interrupted by heckling students critical of his contributions to science.

At the first interjection Teller was questioned about his part in the H-bomb controversy. He replied, "That is not the topic of this lecture. We are discussing supernova."

Russell Donnelly, chairman of the Physics department, stepped up and told

the protesting girl she was out of order. "This is a meeting of the physics department, and you are out of order."

The format of the colloquium emphasizes that while the lectures are meant for the physics department, they are open to the public.

Teller resumed his lecture only to be interrupted again by the same angry critic. Teller responded to her interruption by saying, "If you are angry with me you can leave."

### Order restored

Donnelly restored order and asked Teller to continue his lecture at which time the physicist offered to spend time after the lecture with the protestors.

"I will be glad to spend time afterwards for an orderly discussion of the questions you have been asking."

"However, if I am interrupted again, I shall leave when the physics lecture is completed and not talk with you. In the name of academic freedom and for those who would like to listen to my lecture, please be quiet."

"If I am interrupted again, I will ask the chairman to clear you out of this room."

Gerald Bogen, special assistant to University President Robert Clark, who was outside the lecture room, said, "the colloquium is considered a classroom and as such the professor can request the room cleared."

Several members of the Eugene Police department were on hand for reasons of security since Teller is now the associate director of the Lawrence Laboratory at Livermore, California.

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FRUSTRATED, physicist Edward Teller sits down after hecklers had repeatedly interrupted his lecture on super-novae to the physics colloquium Thursday afternoon. Teller, one of the scientists instrumental in developing the hydrogen bomb, was protested for his advocacy of increased armaments.