

Faculty reviews employment policies

Professors will consider today setting up a faculty committee with the task of making sure no discrimination exists in University hiring.

The proposal is one on a lengthy agenda for the general faculty meeting at 3:30 p.m. in 150 Science.

Administrators decided about a month ago that University employment policies and procedures needed to be reviewed, according to Dean of Faculties Harry Alpert, who will present the motion.

Proposal gains importance

The proposal has gained importance as a result of recent charges from the U.S. Department of Health, Education and Welfare that the University is discriminating against women in employment.

HEW said the University has too few female academic employees and Ph.D. students, and that wage discrepancies exist. The federal agency asked the University for a written commitment to assure equality of opportunity for female employees.

Alpert, talking to the faculty senate members last week, said the proposal for a committee was prompted by "a recognition of the fact that perhaps, particularly with respect to recruitment, we're not following procedures committed to equal employment opportunities."

The committee, composed of faculty, students, and classified service employees, would advise the University President and other personnel officers on employment practices.

Help recruitment

"New procedures might permit us to find qualified females, and people among the minority groups who can contribute to the University but who do not normally fall within the network of recruitment procedures," Alpert told the senate.

A related motion, to be presented at today's meeting, proposes setting up a faculty standing committee on the status of faculty women.

The role of this committee, however, would not be so much to investigate em-

ployment policies, but to educate people on the "more subtle ways" in which University women—faculty, staff and students—are discriminated against, according to Grace Graham, sponsor of the motion.

The committee would also encourage faculty women to take a greater part in University governance and try to identify barriers to career development for both faculty women and students.

Also on the agenda is a proposal which would allow the ASUO to set academic requirements for student office holders.

The motion is an attempt to clear up the current contradiction between standards for student office holders as stated in the ASUO By-laws and faculty legislation.

Endorsed by Faculty Senate

Both the Faculty Senate and the ASUO Senate have endorsed the proposal, formulated by a faculty-student committee to study the issue.

The proposal requires that the ASUO give 60-day notice to the University

president before any changes in standards can go into effect.

Some professors have objected to the proposal, saying the faculty should set minimum standards. Others say it is important to give the student government a chance to show it can be responsible in setting qualifications.

The faculty will also consider two proposed amendments to the Student Conduct Code. One amendment would make it a major code violation for a person to possess or use firearms, air guns, pellet guns, switchblades, ammunition, explosives or dangerous chemicals on University property unless expressly authorized by law or institutional regulation.

The maximum sanction for such an offense would be expulsion.

The other proposed amendment would make "conduct which is intended to threaten imminent bodily harm" to any person in the University community a major code violation.

Currently, the code lists only physical abuse as a violation, and does not refer to threatening conduct.

Administrators unsure of HEW sex report

Apparently, all anyone can do to find out more about last week's report on sex discrimination at the University is to wait for the University to respond.

The report was filed by the Department of Health, Education and Welfare.

HEW's regional civil rights office in Seattle requested, in a letter to University President Robert Clark, that the University make "written commitments to take appropriate corrective action" to the department by June 1.

"We have concluded that the University of Oregon is not fulfilling its obligation 'toward providing equality of opportunity under all federal contracts at educational institutions,'" the letter stated.

If the University does not reply with a written commitment to HEW by June 1, it stands to lose its eligibility for federal government funding, which, at the present time, totals about \$17 million annually—roughly one-

third of the University's total yearly budget.

How will the University respond to HEW?

Dean of Faculties Harry Alpert will present a motion to the faculty today which will set up a committee on "Equal Employment Opportunity" to study the matter and report back to HEW.

This committee, if approved, will "analyze personnel records of the University" through the first week in May and then finalize a written report to HEW to be sent before June 1, Alpert said.

Asked if the committee would be able to complete its investigations by June 1, Alpert said, "We have to; we have no choice."

The dean of faculties met with department heads Tuesday to inform them of the faculty motion. He explained some of them may have to readjust their teaching schedules in order to deal with the discrimination matter by attending meetings.

Until the University responds to the HEW discrimination report, HEW will not comment or answer questions about the report.

Information director for the civil rights office of the regional HEW headquarters in Seattle, Harry Cluster, said that any remarks by his office before the University had responded would be a matter of "prejudging" the case.

Cluster said he couldn't say anything about the reason the University was singled out for sex discrimination.

Alpert said he didn't "have the slightest notion" about why the HEW office chose the University for a report, either.

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