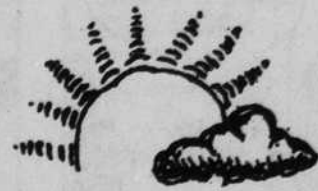


# daily oregon emerald

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The weather machine is still pumping out warm sunny weather through Wednesday. No chance of rain, so soak up the sun.

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## Investigation of University is suspended

By TOM FLUHARTY  
Of the Emerald

A two-year investigation of several University departments to determine compliance with the Equal Pay Act has been suspended pending a Supreme Court ruling said a U.S. Department of Labor spokesperson.

Compliance officer Bob Hall, of the labor department's Wage and

Hour Division, said word was received from Washington not to work on any Fair Labor Standards Act cases, of which the Equal Pay Act is a part, that involve civic agencies. This includes state, county and city organizations. The University is a state institution.

According to Hall, interviewed Thursday, the labor department is awaiting a ruling by the Supreme Court regarding the constitutional-

ity of the 1974 amendments of the Equal Pay Act.

Hall said the investigation of the academic staff was started two years ago when an investigation of the custodial staff was also begun. That case has just recently been completed, with the staff being awarded back pay and raises as a result of an out-of-court settlement.

Myra Willard, affirmative action

director, explained that the investigation was begun to determine if the University complied with the Equal Pay Act amendments of July, 1972, which included professional people under the Act. The salaries of the professional staff were studied to find out if they were being given equal pay for equal skill, work and responsibility.

She said, "We wanted to look at

all the women on campus along with men comparatives."

According to Willard, the investigation was first begun in the library in order to develop a technique of research. The investigators came up with a computerized regression analysis which told the criteria for salary determination. The salaries were then compared to each other.

The next step, according to Willard, was the formation of a faculty committee to extend the investigation to the entire University. She said that shortly afterwards the Wage and Hour Division wanted to limit the inquiry to four or five departments.

The purpose of the committee, according to Executive Dean John Lallas, was to determine guidelines on which the investigation was to be based.

He also said the experimental investigation of the library to which Willard referred was to develop criteria of what a teacher does and give a basis on which to determine if two persons are doing equal work. Some definitions had to be developed, he explained.

Hall refused to give any details about the present findings of the investigation.

He stated that the case was still considered to be under investigation even if it was suspended. Therefore he said, the case is still regarded as confidential.

Harry Alpert, Vice-president for academic affairs and provost, commented that the Wage and Hour Division asked the University to provide them with information about four areas of the University. He named biology, physical education, classics, Japanese and Chinese, and the housing department as the areas now being investigated.

It appears, however, that the investigation was suspended before much work was complete.

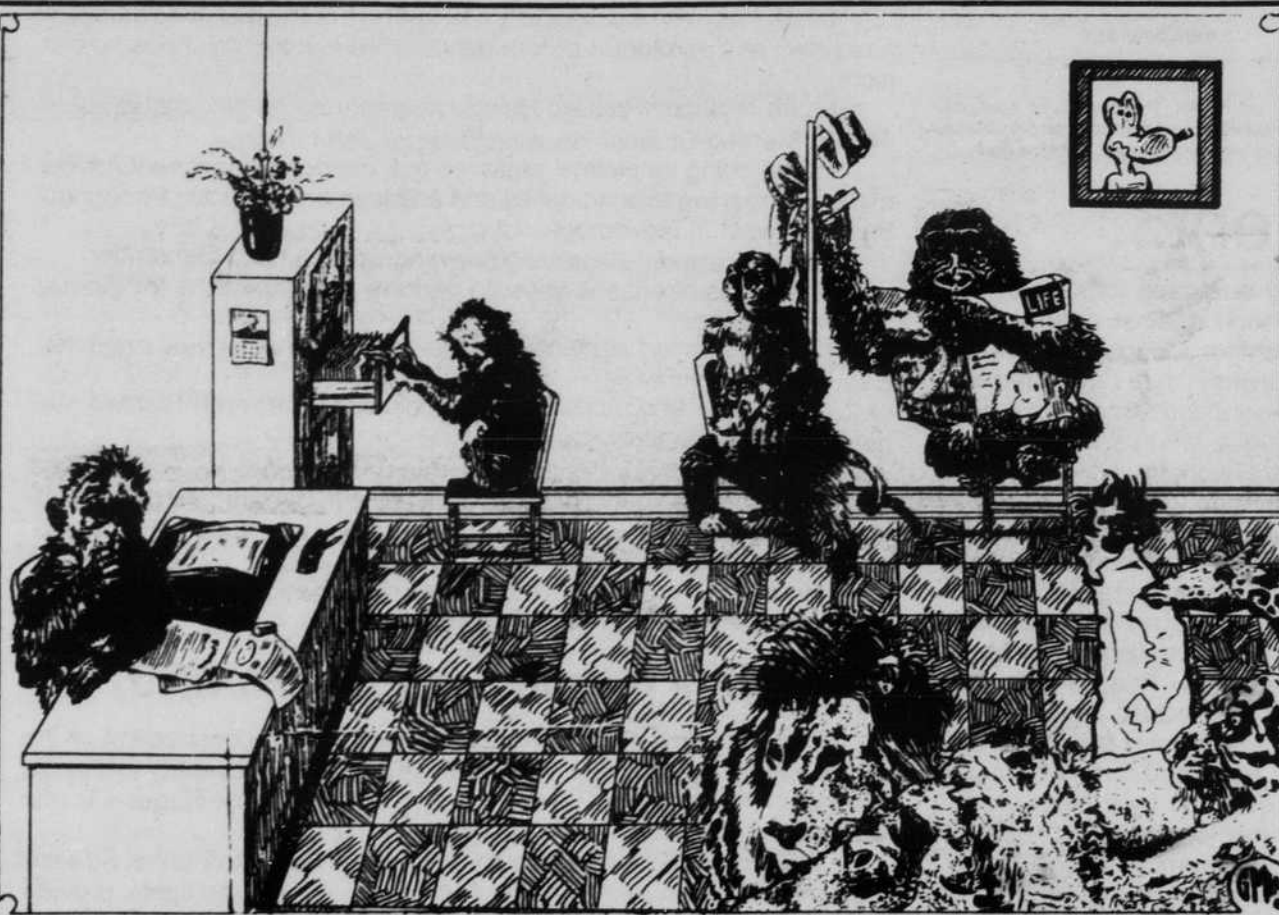
Sanford Tepper, biology department head, said he did not think it would be appropriate to comment on the investigation at this time, since no one has discussed it with him yet. He said he just received notification "a couple of weeks ago" that an investigation was under way.

Tepper said he approves of the investigation, but thinks it's difficult to determine what's equal.

The head of the Department of Classics, Chinese and Japanese, Angela Palandri, said her department has also been notified, but she has not heard anything else.

Philip Barnhart, housing department director, was unavailable for comment due to what his secretary described as illness.

Vernon Sprague, P.E. department head, said approximately three years ago there was a major equating of all salaries in the department and it has continued that way. He added that proportionately the P.E. department has more women on its faculty than any other department.



Drawing by Guy Michel

## HEW issues new statement on hiring discrimination

By HARRIET JOHNSON  
Of the Emerald

The University has been told to hire the best qualified persons for any position "without regard to race, sex, or ethnicity."

These familiar words from the Department of Health, Education and Welfare (HEW) were first heard on campus in an executive order issued by President Johnson in 1965. Now they have a new meaning. A memorandum from Peter Holmes, director of the Office for Civil Rights of HEW, indicates that equal opportunity employment programs should not include "reverse discrimination" against other job applicants, such as white males.

"A major purpose of the affirmative provision of the executive order is to broaden the pool of applicants so that women and minorities will be considered for employment along with all other applicants," the memo said. The executive order "does not require that job requirements be waived or lowered in order to attract

women and other minority candidates.

"The college or university, not the federal government, is to say what constitutes qualification for any position," according to the memo. HEW, however, monitors affirmative action programs to determine if there has been a sufficient number of minority applicants. Complaints can be filed with the Equal Employment Commission about discrimination. Withholding of federal funds can result, although this rarely occurs, according to Harry Alpert, University vice-president for academic affairs.

"Quotas are unconstitutional," says Alpert, but the University is "doing all it can to insure that women and minorities get equal consideration." Alpert feels that the Holmes memorandum clears up difficulties from misunderstanding of the original executive order, and does not make any real changes in the regulations. Myra Willard, director of the University's Office of Affir-

mative Action, is "pleased that the Holmes memorandum closely conforms to our original policy."

The University's revised statement on equal opportunity and affirmative action appears in the Jan. 16 issue of *Oregon Week*. It declares "that discrimination based on race, color, religion, sex, age, handicap or national origin shall not exist in the University." This policy, which has been in effect since 1972, provides a program for all jobs on campus, which is administered by the Office of Affirmative Action, as well as the director of University relations and the vice-presidents.

The affirmative action program is in "good-faith compliance" with the executive order, according to Alpert. As specified in the Holmes memorandum, recruitment including advertising and job requirements for positions are made without designation to race, sex, or ethnicity. If recruitment efforts do not yield an applicant pool which includes a proportion of minorities, the recruitment period for all can-

dates may be extended. Willard says this happens "not very often, only in areas of significant underutilization, where you would expect women and minorities to apply." All job requirements must be "bona fide qualifications" that are job-related.

The University has set affirmative action objectives, including "to increase the employment of women and minority group persons and merit service positions at least equivalent to their availability within comparable work forces." It aims "to maintain salary equity between male and female employees and between minority and non-minority employees in every job category."

The program has provisions for equal treatment of all employees, concerning relations while on the job, as well as benefits and promotions. "To improve the ratio of female and minority admissions in Ph.D. and other graduate and professional programs, and "to maintain proportionate representation of women and minorities on appointive committees" are also included in the program.

That is the policy, but how does it work? James M. Harris, president of the National Education Association, feels that "fully qualified women and minorities have been systematically excluded from top faculty jobs while preference was given to white males." Referring to the Holmes memorandum, he said, "we must not allow the HEW statement to be used as a new defense for the old bigoted thinking."

Willard, on the other hand, said the University met its numerical goals for last year. These goals are based on a utilization analysis of the data on the availability of women and minorities qualified for filling vacancies. The University's goals are multiple, divided into professional schools, the College of Liberal Arts, administration and finance and student services. "Goals may not be rigid and inflexible quotas which must be met," according to the law. Willard adds that goals may be al-

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