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Photo by Paul Hibernick

Mini mass transit

While concern over child care service has been building in recent years, the children at this center just seem to be having a good time. The debate over child care facilities and funding rages far and away from them like distant clouds on a summer day.

Group cites bias in University hiring

By KEVIN RASMUSEN
Of the Emerald

The final report of the Status of Women Committee (SWC) for 1975-76 has accused the University of "unequal representation and treatment of women" because of its maintenance of "barriers to women's full participation in the University community."

The committee made the statement even though the success ratio of female faculty members considered for promotions was greater than for males. "There is still no major woman administrator," said Joyce Mitchell, political science professor and SWC member. "In comparison to men you see how uneven the flow of promotion is."

According to statistics available at the Office of Affirmative Action, however, of four female faculty members considered for promotion last year, three were successful. In comparison, 33 males were successful out of the 51 considered. In other words, the success rate of women was 75 per cent compared with 65 per cent for men.

The problem, according to an Office of Affirmative Action report, is not "promotion flow" but "applicant flow," identifying women and minority candidates for promotion. "The pool of non-tenured promotable women," it states, "has grown smaller in the past three years because women faculty have been promoted and have received tenure in growing number."

SWC therefore recommends "an aggressive, positive program of deans' rewards for departments placing women in tenure-track positions," thereby making them available for promotion.

Other recommendations by SWC for eradicating "the continuing presence of inequities" include revision of grievance procedures and regular dissemination of information on the legal rights of women.

SWC was formed by University faculty legislation in April, 1971, to "encourage faculty women to assume greater respon-

sibilities for University governance, to identify barriers which may block the career development of faculty women, and to stimulate career development programs for undergraduate and graduate women students."

"That was a rousing, eventful year," said Joan Acker, associate professor of sociology. She is not currently a member of the committee, but was instrumental in its development more than five years ago. In the fall of 1970, Acker, Mitchell and Jane Gray, biology professor, compiled a study of the status of women at the University. This report, submitted to the Department of Health, Education and Welfare (HEW) in the spring of 1971, pointed up the discrepancies in the employment condition of women at the University regarding pay, status (rank) and recruitment.

Soon after that, Acker recalled, HEW initiated its own nationwide investigation on the status of female employees on college campuses, involving the University. This investigation had been prompted by a class action suit against HEW claiming that minority groups other than women were benefiting by the enforcement of anti-discrimination legislation.

Oregon's administrative response was to establish the Office of Affirmative Action. But, Mitchell said, Affirmative Action "suffers from a contradictory set of expectations. It occupies an advisory position for the president, but also is a receptor for grievances." Mitchell questioned whether an office so intimate with the president of the University can adequately field discrimination grievances.

Oregon's faculty response to the report was to establish SWC. This committee also holds advisory status, but is "more divorced from the president," Mitchell said.

An equal pay committee was quickly established, and the University made 50

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State to explore child care needs, strengths

By MARY PERRY
Of the Emerald

With the continuing concern over funding of the University's child care facilities, the strengths of the Child Care and Development Center (CCDC) and the EMU Child Care Center are often overlooked. The Children's Services Division (CSD) is currently conducting a major study of child care problems which will include five major areas of inquiry.

Rocky King, a spokesman for CSD, said that five teams, each with a different concern, will be working on the study. They include referral, intake and payment problems, development of support services, development of a uniform accounting system, training to help day care providers with management skills, and strengthening the financial position of day care centers without hurting private citizens' ability to use them.

Ed Casto, director of the EMU Child Care Center, explained the basic differences between the University child care and the centers in the community. "Because of the University support systems, and because of the salaries we can pay, we don't have a lot of training or support needs in directing child care. In the community they need more help from the state."

The one area where the CSD study has a potential impact on University child care services is in finances. There are several problems the centers have with CSD funding which have hurt both them and their potential clients.

Wanda Venturacci, director of CCDC, cites a year-old change in CSD funding as one of the biggest problems the center faces. The change was from a subsidy for the daily cost per child to the hourly cost. This has meant a cut in support money as there are many

children at the center who attend only during the central part of the day.

The problem, said Venturacci, is that the cost for a student attending six hours is nearly the same as for one attending eight. This matter of hourly funding is one of the areas the study will investigate.

Another financing problem is that the CSD currently requires that any private citizen not eligible for their support must pay the same amount for child care as the CSD provides. At CCDC, for example, Venturacci said that the center gets \$1.14 per hour per child for their infant program. The regulation means that private citi-

zens must pay the same amount, or over \$45 per infant for a 40-hour week.

King noted that this problem is one that CSD recognizes and will be examining in the study. He emphasized that any financial recommendations will be made with the private citizen as well as the day care center in mind.

Students resign committee positions

Mary Gillan and Peter Spratt, the pioneer student representatives on the faculty personnel committee, resigned their positions late last term, only weeks after they had joined. The committee recommendations play a major role in determining which faculty receive promotion and tenure.

Gillan and Spratt each were surprised to hear the other had resigned. In his short note of resignation, Spratt said his winter term schedule unavoidably conflicted with the committee's regular Tuesday meeting. Gillan only would say she resigned for personal reasons.

While the actual vote on faculty promotion or te-

nure is restricted to faculty committee members, Gillan said having the vote would only have caused her to consider her decision to quit longer. Spratt said he's not even sure if students should have a vote.

Gillan and Spratt had no complaints about how the committee reached its decisions but Gillan felt the orientation for student members was too brief. Both still insist student participation is valuable.

The ASUO will appoint new representatives. The student committee on committees has received only one application since the vacancies appeared in early December. Applications may be picked up in Suite 4.