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Education group seeks remedy 'Unintentional' bias hurts women

By SALLY HODGKINSON
Of the Emerald

The lack of women in administrative positions at Oregon colleges and universities is due partly to unintentional discrimination, says Roy Lieuallen, chancellor of the State System of Higher Education.

"It's not a deliberate act as much as it is a kind of a fixation—you never think of it," Lieuallen says. "We've got to think about

nominating women for these posts.

"The fact that men don't always do that doesn't, to me, mean it's a conspiracy," the chancellor says. "It means that they haven't given any thought to it. A lot of discrimination is just thoughtlessness."

Lieuallen is a member of a new planning committee for the American Council on Education's (ACE) Office of Women in Higher Education. ACE has similar committees in 40 other states and hopes to advance more women in administrative

posts through increased visibility of qualified women.

The committee, which held its first meeting Sunday, plans to assemble names and brief biographies of women now in administrative posts in Oregon colleges and universities. Such information is currently unavailable.

"We could, instead of oftentimes automatically thinking of what man to identify for a post, think of what person to nominate. And in that process, we would begin to nominate women as well as men," Lieuallen says.

The committee plans to form a panel of influential men and women in education and provide them with files on women administrators and the chance to meet with the women.

The result should be, Lieuallen says, a greater recognition of women already in administrative posts. These women will then have a greater chance of climbing the hierarchical ladder.

Another reason for the lack of women in administrative positions Lieuallen says, is the lack of women faculty in the "disciplines."

"When you examine how men work their way up through the hierarchy, you find them coming out of the disciplines—physics, mathematics, English," he says.

"The problem is that the faculty members come out of school and there are too few women enrolled in those disciplines in the various graduate schools. In addition to dealing with the here and now, some attention needs to be focused on the source," Lieuallen says.

"It wouldn't do a bit of good to focus all attention on what we can do about the women who now occupy these positions and how we can move them along if the original source isn't dealt with too," he continues.

One way to increase the number of women in these areas, Lieuallen says, is to make them aware that there is a group interested in them. He says sometimes women restrict themselves by not realizing that they, too, can be successful in physics or another area of study that men are traditionally encouraged to enter.

Lieuallen foresees no problem with reverse discrimination. "The committee is not designed to get a job for women who aren't qualified," he says.

Other committee members include chairer Marythea Grebner, assistant dean of administration at Southern Oregon State College; Caroline Wilkins, state consumer affairs director; Edith Maddron, member of the Oregon Educational Coordinating Commission and Jan Ryan, communications and government relations coordinator for the state Department of Education.

State Board will consider pay hike, housing for Boyd

Another item on the board's agenda proposed legislation that would alter the way the student activities fund is managed.

The legislation, if it is approved first by the board and later by the Legislature, would insure that revenue from incidental fees, health service fees, and all operating revenue from intercollegiate athletics, student unions and educational activities would be returned proportionately to the institutions from which they came.

Board members will also discuss statewide teacher supply and demand, confirmation of institutional degree lists and purchase of computer equipment at Oregon State University.

The board's meeting begins at 8:30 Friday morning in the ballroom of the Memorial Union of OSU.

The Oregon State Board of Higher Education meets in Corvallis Friday to discuss salary adjustments, housing accommodations for university and college presidents and other issues.

State system staff have recommended that the board approve salary adjustments for administrators, including a raise of almost \$3,000 in University Pres. William Boyd's annual salary.

Board members will decide whether the State System should provide institution heads with state-owned housing or a monthly housing allowance. The question arose when legislators turned down a request last summer from the State System to purchase a home for the new president of the University of Oregon Health Sciences Center.

today

Classroom rebels should be encouraged, an unorthodox teacher told a University gathering Wednesday night. A report on the speech by educator and author Jonathan Kozol, who has taught in Cuba, is featured on **Page 3**.

A woman physicist here at the University is succeeding in a field dominated by men. Read about Barbara Javor and her unusual career in the second of a series on women in science on **Page 6**.

An old-fashioned tavern is run in an old-fashioned way. Luckey's Club Cigar Store features no music and lots of card playing. A look at the pub and its atmosphere is featured on **Page 7B**.

Back to brick

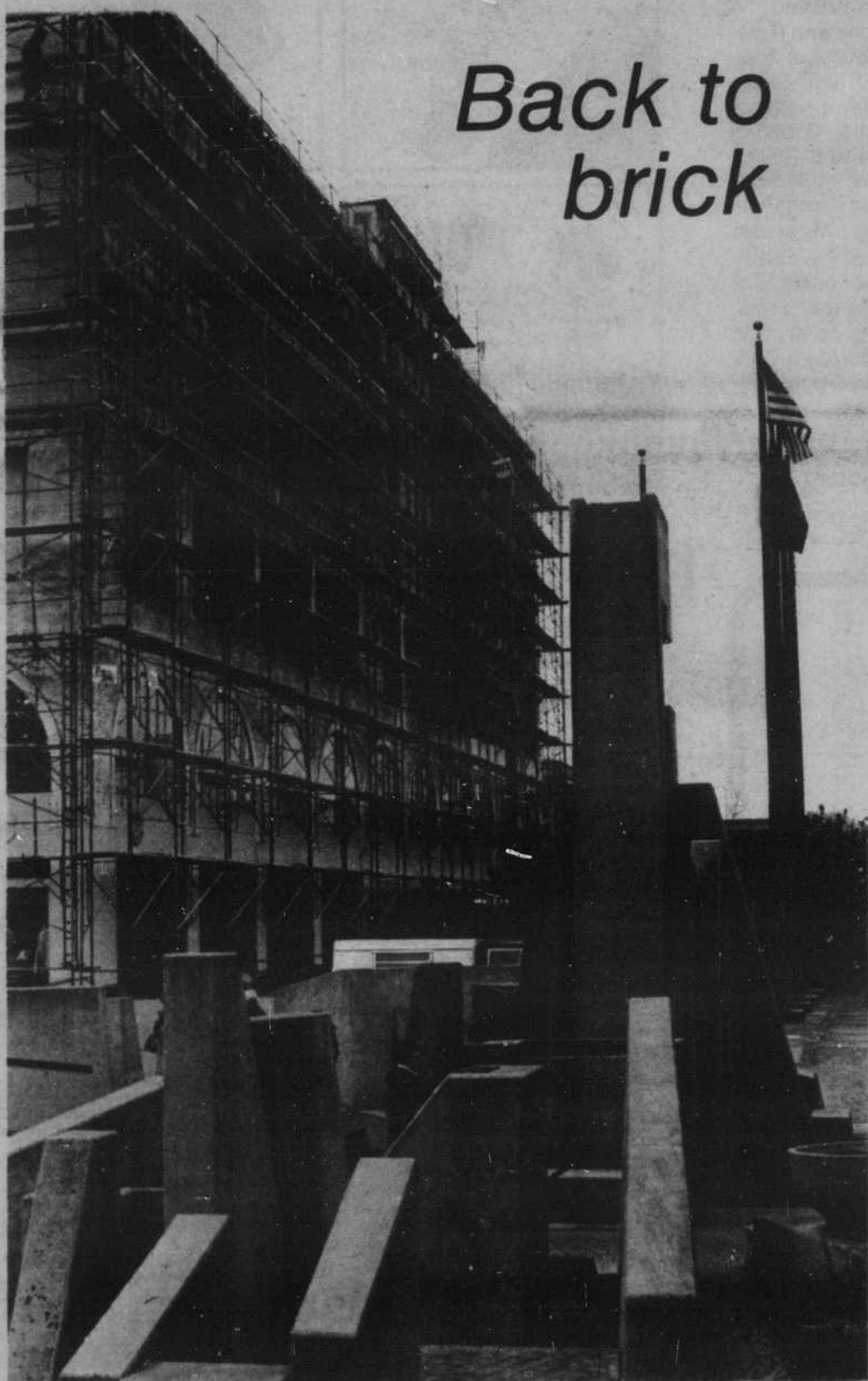


Photo by Nicholas Fleming

The Centre Court building at the heart of the downtown mall may look quite different by December.

Workers are completing a facelift that began last year.

Under the green stainless steel and porcelain facing are the brick arches of a building that has been standing for more than 50 years.

It was constructed in 1927 as a

four-story structure, and in 1957 two floors were added.

The former J.C. Penney building was purchased by Portland businessman Ronald Smith last year for \$500,000. The first three levels of the building are fully leased to commercial tenants. Renovation of the upper three levels is scheduled for completion next spring and the space will be used for offices.