

Women lack administration jobs

University conference may improve situation

By MARY M. MASSIE
Of the Emerald

A lack of women in high-level University administration jobs has prompted a faculty committee to schedule Marjorie Bell Chambers, chairer of the President's Advisory Committee on Women, to speak at a conference examining the situation.

After 80 female faculty members from the University answered a survey last year detailing their interest in administrative positions, the University Status of Women Committee established a role-modeling workshop and funding administrative internships as "imperative goals" for this year.

The first goal will be met March 31 when a day-long workshop will "investigate whether there are any administrative opportunities available for women on this campus," says committee chairer Katherine Eaton.

"We decided to get together in a workshop of a different kind," says Eaton. "There are a lot of management skills workshops being put on, assertiveness training, etc. So we decided to compose a workshop that deals with role modeling, and that's, in essence, what it is."

The committee has recruited four University administrators (University Pres. William Boyd, Vice Presidents Paul Olum and Ray Hawk, and arts and sciences Dean John Baldwin) and four female administrators from other state higher education institutions to discuss their administrative positions.

Those eight people will participate in a morning panel discussion on how they reached their positions, their

experiences in them, and how they feel about their jobs, says Eaton. "So it is really administrators taking a hard look at how they got where they are."

The second part of the workshop will feature Chambers as keynote speaker. Chambers, who replaced Bella Abzug on the President's Advisory Committee on Women, serves as president of the National Association of University Women.

The afternoon will be reserved for a question and answer session for the women who responded to the survey. "Our aim is to present to faculty women what it might be like in administration; both the rewards and the problems," Eaton explains.

A recent study by the American Association of University Women entitled "But We Will Persist" reported the change in women in higher education administration has been so negligible as to be almost unmeasurable, Eaton says.

"Now there are more women going to graduate school, which is a positive figure, and there are more women in faculties. But there are still a lot of them in the lower echelon, and it is very difficult for them to jump from that to the top because obviously they haven't had the experience."

"So numbers do not necessarily mean that upward mobility is possible."

Eaton says the University is no better than the national average for placing women in administration.

"We have no deans who are women, no vice-presidents who are women, and we have a few assistant deans who are women."

"We have some departments with literally no women faculty — geology and geography for instance," Eaton says.

She notes some schools are a little better. "There are a great number (of women) in health, physical education and recreation, and quite a few in the School of Architecture and the law school, but molecular biology has a great deal of women who are research associates and visiting instructors. While the departments may look good in terms of numbers of women staff, there

are not many at particularly high levels," says Eaton.

The administration is now working with the Status of Women Committee, she says, in hopes of putting together some kind of administrative internships for women.

"Our real effort is to make available these internships because in order to see what it's like to be in administration you have to do it," says Paul Olum, university provost and vice president.

"The chief way the workshop

will help is simply that it will advertise the possibility and will give women a chance to see other women in high level positions. And maybe when they hear these people they will be inspired."

"I'm interested in the whole plan because I'd like to see these jobs available to women, and because I am distressed to the extent to which the administration of this university is all white, middle-class males, not females or minorities, and we'd like to do something about it," Olum continues.

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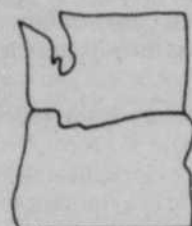
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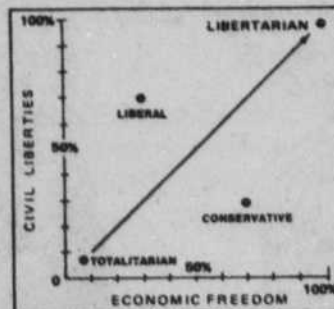
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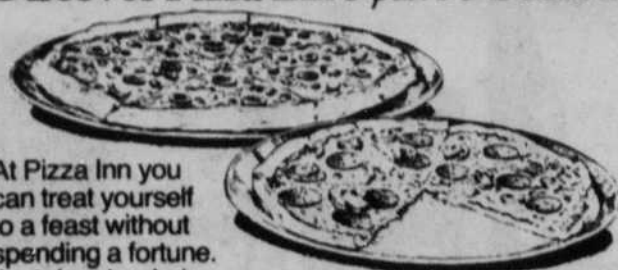
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