



Should Oregon Pac (10) it in?  
See page 8B

# oregon daily emerald

Wednesday, November 9, 1983

Eugene, Oregon

Volume 85, Number 47

## Assembly to vote on governance

By Doug Nash  
Of the Emerald

The University Assembly convenes Wednesday in what will prove to be one of the most critical meetings in the history of the 900-strong policy-making body.

"Critical," Assembly Secretary Keith Richard says, "to the form of government we will have at the University of Oregon." And critical, Student University Affairs Board members say, to the size and strength of the student voice on campus.

Whatever happens, it appears the Assembly as it is now composed is living on borrowed time. The Assembly last year appointed a task force to research and propose changes in the body, which was seen as too large to work efficiently and effectively. Indeed, the University is almost the last college in the country to still employ the "town hall" concept.

The task force came up with changes in faculty governance that will give a great deal of legislative authority to the University Senate, which now serves only an advisory role. Only those measures without a two-thirds Senate majority would be referred to the Assembly, which would meet four or five times a year.

The University president or 10 percent of the faculty could also initiate measures in the Assembly.

Under the task force proposal, faculty representation on the reformed Senate would be cut by four, from 36 to 32. Students, who presently make up a third of the Senate, would be reduced to a fifth of the new body, from 18 students to eight.

SUAB Chair Mike Prothe says the decrease would "severely hamper" effective student representation. After nearly five hours of debate on the issue last month, the Senate approved a SUAB-initiated amendment that restores student representation at the one-third level, with 14 students and 28 faculty making up the new Senate.

Both proposals, however, will finally be decided on the Assembly floor, and the one-third proportion for students is anything but certain. Overall faculty opinion on the issue is "split right down the middle," Prothe says.

Task force Chair James Lemert, a journalism professor, says many faculty members are afraid of the same one-third proportion in a more powerful Senate would do just that: give the students more power. Therefore, he says, the task force was reluctant to include the Prothe amendment in the original motion.

SUAB's chances, he says, will depend largely on the number of faculty who attend the meeting.

"If the attendance is relatively small, say less than 150, the students' amendment will be fairly good," he says. "To the extent that the number rises to 200, I would say that their odds are fairly poor. It may be that the (student) number will go to two or perhaps to zero."

The Assembly meets at 3:30 p.m. in 150 Geology.

## 'Wage gap' widens, study shows

By Brent Walth  
Of the Emerald

It has become common knowledge that women in the job market earn significantly lower wages than men. The figure traditionally cited is 59 female cents to every male dollar.

However, a study by a University sociology professor shows the 59-cent figure may be too generous, deceptively overestimating what women actually earn.

In the past, the inequity between men's and women's incomes — known as the "wage gap" — has been measured by comparing average annual earnings, according to Prof. Patricia Gwartney-Gibbs. Those numbers were traditionally based on full-time, year-round employment.

"But a large percentage of the women in the work force are part-time or seasonal workers," Gwartney-Gibbs says. "Our research takes that into account."

Working with researchers at two other universities, Gwartney-Gibbs tracked men's and women's income from 1960 to 1980, and included people aged 25 to 64 who worked at any time during the prior year.

She also divided the work force into three job sectors — periphery, core and government. The periphery sector includes occupations in which the competition for wages takes place in the job market — and that competition is usually high. The core includes unionized jobs, or jobs where competition for wages is within large companies. The government sector includes all public employees.

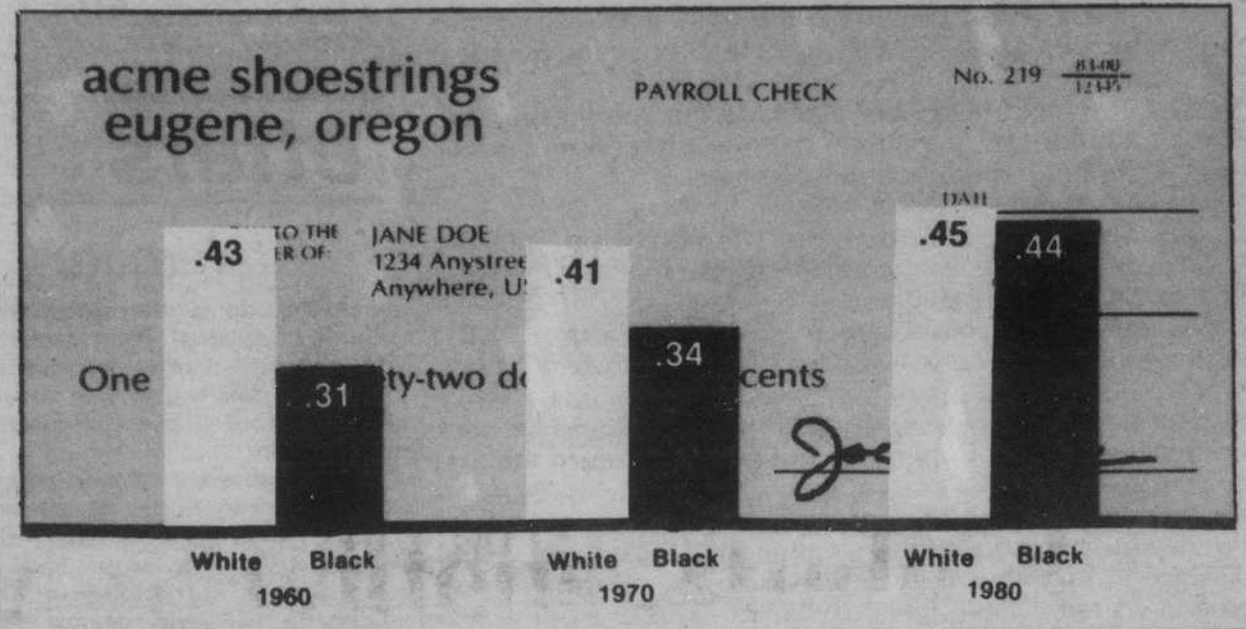
The findings showed that, considering all workers, women earn an average of 46 cents to each dollar a man brings home. In some specific areas, that figure dips to 33 cents.

"The justifications for these discrepancies in earnings are usually based on preconceived notions of why women generally aren't as important to the work force," Gwartney-Gibbs says.

Women are seen as having less education, less experience, and less extensive work history than men. Marriage and children also are factors that may tend to draw women away from their jobs, she says.

### WOMEN'S EARNINGS PER \$1 OF WHITE MALE'S

Source: University Prof. Patricia Gwartney-Gibbs survey



Graphic by Debbie Howlett

With this in mind, Gwartney-Gibbs continued her research and adjusted for these factors. She derived hypothetical earnings that equalized between men and women such factors as durations with employers, mobility within companies, educational background, and the number of entries and exits from the work force.

Even with these adjustments, the numbers showed little improvement in wage balance. Some groups did show gains, and black women in the government sector were shown to come closest to men's incomes, earning an average of 74 cents to every dollar earned by men.

Overall, though, the research showed no direct relationship between these factors and women's true earnings, Gwartney-Gibbs says.

Among the findings were indications of how income disparity develops. For example earnings were broken down according to a person's educational background. In 1980, in the core sector, white males earned an extra \$1,172 for every year of college — for white and black women, the numbers were \$536 and \$498 respectively.

The wage gap, Gwartney-Gibbs believes, is simply summed up as discrimination. "If I've controlled for all the excuses for

why women aren't paid as much as men, what else is there?"

Gwartney-Gibbs believes many women are delegated to "sex-type" jobs — working, for example, as nurses, librarians, and waitresses. These occupations usually fall into the periphery sector and offer low pay and little opportunity for advancement.

Other forces working against women may be more subtle.

"Women are treated as if they are going to drop out of the work force," Gwartney-Gibbs says. "In turn, they aren't given the same opportunity for job training — an employer might be less willing to invest in their training."

The same attitude prevents women from promotions within firms, she says.

Other subjective factors, such as marital status and physical appearance, begin to play important roles in how women are affected in the work force.

Affirmative action has had a mixed affect on the wage gap, Gwartney-Gibbs says. The government sector has seen wages become more equitable, but only marginal improvement has been made in core jobs. The periphery remains the most uneven sector in terms of wages.

"Blacks have tended to move into the government sector

because of affirmative action, but there really isn't any overall improvement of in the area of wages and gender," she says.

Gwartney-Gibbs suggests the next step for her research would be to study how people are placed in certain jobs.

"Now that we've proved that these inequities exist, we need to show how to prevent them in the first place," she says, noting an examination of how firms hire and place women might reveal how discrimination really works.

"What is now disturbing is that many women think that discrimination is a thing of the past," Gwartney-Gibbs says. "We've found that most young women coming out of high school into college believe that discrimination doesn't exist anymore."

Gwartney-Gibbs advises women to become more aware of the gaps that continue to separate men and women's wages, as well as the factors that prevent those inequities from disappearing.

"Armed with this evidence we hope we can make a difference," she says. "But knowing what we do, I'd advise women to simply fight their own battles — to hold their own turf when it comes to gaining equality for themselves."

## Senate cleans up after explosion

WASHINGTON (AP) — FBI agents combed through an estimated \$1 million mound of debris Tuesday as the Senate attempted business as usual in the wake of a bomb blast that ripped through a hallway and severely damaged a meeting room near the chamber. Officials said the device was triggered by a wristwatch.

"The Senate will not be deterred or intimidated," declared Majority Leader Howard Baker, R-Tenn., as he held the Senate to a schedule which began at 9 a.m. EST.

Baker said that had the Senate been in session at the time of the explosion, there would have been "grave injury...and, perhaps, loss of life to senators and staff."

Although there was no structural damage to

the Capitol, the blast all but wiped out a large section of the corridor on the second — main — floor, adjacent to the Senate chamber. In addition to shattering windows, splintering wood frames and exposing brick wall and pipe, the blast knocked the doors to Democratic Leader Robert Byrd's office off their hinges and destroyed several irreplaceable paintings, including portraits of Daniel Webster and John Calhoun.

However, the Senate chamber itself was left intact, although a coating of dust throughout the chamber greeted maintenance workers in the morning.

Byrd aide Mike Willard said the damage could reach \$1 million.

The FBI said the blast was caused by a "high explosive device with a delayed timing."

Theodore Gardner, the special agent in charge of the Washington FBI field office, told a news conference in front of the Capitol that analysts had not yet determined whether the bomb that rocked the Senate was dynamite. However, a Senate official said the investigation had determined the blast was caused by a black-powder substance, not plastic explosive.

"It was a high explosive device with delayed timing," Gardner said. He said the group which claimed responsibility before the blast, the "Armed Resistance Unit," was the same group that claimed responsibility for a blast at Fort McNair in Washington last summer.