

Affirmative Action: where is CCC?

Editor's note: This is the second in a series of articles dealing with Affirmative Action and how it applies to Clackamas Community College.

In 1973, the full-time faculty at Clackamas Community College consisted of 73 men, earning an average yearly wage of \$9,330, and 40 women, earning an average of \$9,225. The faculty included two members of minority races. The administration was comprised of 23 men and two women -- no minorities.

By Joe McFeron
Staff Writer

The Affirmative Action Plan at CCC was adopted in 1973, and runs to 24 pages. It includes, in part:

When taken in total, considering all certificated staff members, secretaries, custodians and so forth, the actual balance between men and women is fairly good. It closely approximates that of the national average.

However, in administration, the balance is considerably distant (eight percent women, 92 percent men) from the norm and the same is true in the certified instructional staff area (35 percent women, 65 percent men).

Even though we have many women on our staff, the balance is far from approximately 49 percent -- 51 percent which reflects the normal population distribution. However, in the instructor category, it does approach the balance of percentages of men and women who earn masters degrees -- 276 percent are earned by women and 253 percent by men.

It can be seen that the college has 74.9 percent women and 60.251 percent men on employment. The total county average is 50.852 percent women and 49.148 percent men. Therefore, as has been mentioned, the college has to work towards employment of additional minority members particularly in the administration area."

The salary schedule for full-time faculty at CCC is divided into Level I and Level II, based on education, experience, training, skills and ability. It is further divided into steps of advancement per level, and further separated depending on whether the employee is to teach for a nine or twelve-month period.

The salary range throughout is \$11,316 (month, Level I, step 1) to \$22,740 (month, Level II, step 10). These are the 1976 figures:

Men Average wage per year

Level I, 9-month contract	30	\$15,336.40
Level II, 9-month contract	38	\$18,403.26
Level I, 12-month contr.	3	\$18,588.00
Level II, 12-month contr.	4	\$22,740.00

Women Average wage per year

Level I, 9-month contract	34	\$15,111.18
Level II, 9-month contract	14	\$18,224.60
Level I, 12-month contr.	0	-----
Level II, 12-month contr.	0	-----

Minority employment in the full-time faculty has increased from two, in 1973, to five in 1976.

The 1976 administration is comprised of 23 men and two women -- no minorities.

If the current percentage gain for women and minorities is maintained, it seems a safe speculation that CCC should achieve an acceptable balance before the year 2000, except in the area of administration.

In fairness, it should be said that the individuals involved in the Affirmative Action Program at CCC seem dedicated to the concepts it embodies. Any plan is better than no plan at all, and the strong points of this one surely outnumber the faults.

But when a program does not achieve the results it seemed initially to promise -- someone should be asking "why?"

Title IX

Affirmative Action and Title IX are so closely related and overlapping in the area of equal employment opportunity that it is sometimes difficult to determine where one leaves off and the other begins.

Title IX directs itself specifically to sex discrimination in education. It required a self-evaluation to be completed by July 21, 1976.

On Oct. 12, 1976, assurance was filed with the Department of Health, Education and Welfare (HEW) that CCC expects to have a self-evaluation completed by June 30, 1977. The dispatch named Len Monroe, CCC Dean of Students, as Title IX coordinator, and since that time a Title IX committee has been appointed.

Because the self-study has not been completed, research data is not available for examination.

A cursory investigation reveals that financial aid at CCC is administered on a 50/50 basis (dollar for dollar) between men and women. Athletic scholarships are provided for in the ratio of 35 men to 15 women, but the ramifications of this are not conclusive without data pertinent to the requirements of the athletic department -- and of prospective athletes.

In an interview last week, Len Monroe was optimistic.

"We are not far off of compliance right now," he said. "Most of the requirements of Title IX are things we have been doing all along."

Monroe said that the first meeting of the Title IX committee will be no later than the week of Dec. 6.

The Cougar Print will continue to report on Title IX as data is compiled.

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