

REPORT ON THE STATUS OF WOMEN

AT

OHIO UNIVERSITY

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SUMMARY OF MAJOR FINDINGS AND RECOMMENDATIONS

FINDING: Women are underemployed and underpaid within the faculty and staff of the University. This not only limits the professional opportunities of female employees and potential employees, but also deprives female students of needed role models.

RECOMMENDATION #1: That each dean, department head, and vice president establish numerical goals for the recruitment of women in his area, in accordance with the guidelines of the Office of Contract Compliance of the United States Department of Labor. In determining goals, each shall take into account the pool of available women within the professional field. (See APPENDIX V)

RECOMMENDATION #2: That each dean, academic department head, and vice president establish numerical goals for the promotion of women in his area.

RECOMMENDATION #3: That the Vice President and Dean of Faculties conduct annual studies of the status of women within all academic departments, focusing particularly upon hiring, tenure and promotion patterns; and that where discriminatory patterns are found, he work with the appropriate deans and department heads to develop goals for changing the patterns.

RECOMMENDATION #4: That the Vice President and Dean of Faculties continue his current investigation of the Ohio University employment history of all women faculty members; and that each other senior officer undertake a similar investigation of all women on his contract staff, focusing particular attention on

salaries; and that the senior officers rectify all cases of salary inequity.

FINDING: The Faculty Senate regulation regarding the appointment of spouse teams, listed as C.6.b. in the Ohio University Faculty Handbook, is vague and can be interpreted too freely by department heads.* It has the effect of unfairly limiting the career opportunities of wives of male faculty, and thus limits opportunities for the employment of women in academic departments.

RECOMMENDATION #5: That the Faculty Senate revoke regulation C.6.b.

FINDING: Neither part-time Civil Service personnel, part-time instructional personnel, nor other part-time contract staff members receive the same benefits as are received by full-time Civil Service and contract employees. The percentage of part-time employees who are women is higher than the percentage of full-time employees who are women.

RECOMMENDATION #6: That the Faculty Senate approve the proposal of the Professional Relations Committee granting faculty status to part-time instructors.

RECOMMENDATION #7: That all permanent part-time employees receive compensation, including both salary and benefits, that is proportional to the hours they work as a fraction of full-time workloads.

FINDING: The pool of local professional women, including women who are wives of University employees, is not fully recognized by the institution. Professional women of the Athens community probably are underemployed by Ohio University, partly because they are unaware of job opportunities and because they are not known to University officials.

RECOMMENDATION #8: That each department head, when recruiting new staff members, include in that process recruitment in the Athens community; and that the University establish a central placement information service for contract positions. This service, which might be established in the office of the existing Student Placement and Internship Service, should act as an agency to which departments would submit announcements of staff openings and through which they could obtain information about potential applicants. It also should be an agency to which those seeking professional jobs could submit their resumes and through which they could find information about current openings. The Professional Women's Committee now is working on a roster and file of resumes of about 30 currently unemployed or underemployed professional women, and their work could provide an initial file for the service.

FINDING: Many women administrators and women in Civil Service jobs, particularly clerical jobs, perceive of themselves as not being fairly considered for promotions. There are no women in top administrative jobs, and a lower percentage of women than men hold middle-paying than hold low-paying administrative positions. This is an indication of limited vertical mobility for women.

RECOMMENDATION #9: That on a continuing basis, for every vacant administrative position, each department head review the department's female personnel, including Civil Service employees, before hiring a new staff member.

FINDING: There is a pattern of women Civil Service employees hired to do maintenance housekeeping work automatically being classified first as Domestic Workers I, while men hired to similar work generally are classified first as Custodial Workers II. Custodial Workers II are paid at a higher rate and are expected to perform "heavy" manual duties, while Domestic Workers, with their lower wages, are expected to perform "light" manual duties. Although there is justification for paying a higher wage to those who are doing heavier and harder work, the past practice of channeling women to "light" work and men to the better paying "heavy" work has discriminated against women.

RECOMMENDATION #10: That all Domestic Workers I and II be granted immediate wage increases bringing them to levels comparable to what they would be earning had they first been classified as Custodial Workers II; and that those Domestic Workers and Custodial Workers who are capable of doing necessary "heavy" manual tasks be considered for additional wage increases or reclassification. The intent of the recommendation is to put men and women maintenance workers on an equal level and to then have the University administration select, -- according to ability and in accordance with any procedures outlined in the institution's agreement with Local 1699 of the A.F.S.C.M.E. -- as many employees as are needed to be promoted to do heavy manual work.

FINDING: For contract personnel there is no clear policy regarding maternity leave. Women on Civil Service are allowed up to six months of unpaid leave for pregnancy and child bearing, and they are permitted to take paid sick leave for illness related to pregnancy, but they are not permitted to take paid sick leave for childbirth.

RECOMMENDATION #11: That the University adopt as its own policy the following Statement of Principles of the Citizens' Advisory Council on the Status of Women:

Childbirth and complications of pregnancy are, for all job-related purposes, temporary disabilities and should be treated as such under any health insurance, temporary disability insurance, or sick leave plan of an employer, union, or fraternal society. Any policies or practices of an employer or union, written or unwritten, applied to instances of temporary disability other than pregnancy should be applied to incapacity due to pregnancy or childbirth, including policies or practices relating to leave of absence, restoration or recall to duty, and seniority.

No additional or different benefits or restrictions should be applied to disability because of pregnancy or childbirth, and no pregnant woman employee should be in a better position in relation to job-related practices or benefits than an employee similarly situated suffering from other disability.

Any regulations providing special treatment of pregnancy tend to discriminate either against men and unpregnant women or against pregnant women; and, as has been the case with much "protective legislation," tend to become barriers to the employment of all women. The recommended policy should not be construed as a reduction of maternity benefits. Rather, present policies regarding leaves of absence or special maternity benefits to women should be expanded to include leaves of absence and benefits to men and women suffering

any temporary physical disabilities.

RECOMMENDATION #12: That the present University policy which guarantees a six month leave of absence to pregnant female Civil Service employees be expanded to include all other pregnant women employees, as well as all other University personnel suffering from temporary disabilities.

FINDING: The data required to show clearly whether or not there is a pattern of discrimination against women in the granting of student financial aids and the awarding of graduate student assistantships are not available.

RECOMMENDATION #13: That the Office of Student Financial Aids be provided with the support necessary to prepare annual reports of financial aid, including data presented according to categories and amounts of aid, and the sex of recipients.

RECOMMENDATION #14: That the Graduate College coordinate annual studies of graduate student assistantships within all departmental graduate programs. Each study should include information regarding master's and doctoral candidates, assistantships, fellowships, and the sex and full-time or part-time status of all students.

FINDING: A higher percentage of men than of women students are being placed successfully in University and off-campus jobs by the Office of Student Financial Aids. Men tend to find traditional "male" jobs, while women tend to find traditional "female" jobs.

RECOMMENDATION #15: That the Office of Student Financial Aids inform all University departments, as well as any local employers expressing interest in hiring students, that it will neither advertise jobs as being "male" or "female," nor agree to refer only men or only women applicants to any employer.

FINDING: Although there are some University bands integrated by sex, the marching band--which is most clearly identified with school pride--excludes women.

RECOMMENDATION #16: That students not be excluded from the band on the basis of their sex.

FINDING: The more than \$1 million Intercollegiate Athletics budget, including about \$288,000 in grants-in-aid to male athletes, plus other scholarships, represents a large portion of University funds providing few benefits to women students.

RECOMMENDATION #17: That the University commit itself to drastically reducing aid to male athletes within the Mid-American Conference.

RECOMMENDATION #18: That the Women's Intercollegiate Athletics program be granted a significantly higher share of the total ICA budget.

FINDING: The special problems and achievements of women seldom are focused upon within the University curriculum. This hinders the education of women students by providing little with which they can identify and by enforcing negative and weak social stereotypes of women.

RECOMMENDATION #19: That a women's studies fund of \$10,000 be established for the 1972-73 academic year, and that the fund be used to provide grants to academic departments enabling them to provide womens studies courses.

The intent of the recommendation is to encourage courses focusing on women throughout the University curriculum, rather than creating an isolated women's studies program.

FINDING: Although the University's counseling and advising agencies do not actively discriminate against women students, they are not sufficient to meet women's special needs. Furthermore, most of those agencies are designed primarily to meet the needs of single, unmarried students.

RECOMMENDATION #20: That a woman with professional expertise in guidance and counseling be hired for the 1973-74 academic year to evaluate the advising and counseling needs of women students, and to work with existing agencies to develop additional programs to meet those needs. Programs should be directed particularly toward serving mature and married women students and freshmen women.

RECOMMENDATION #21: That all University planning and policy committees, including the Committee for the Extended University, consider the special needs and problems of mature and married students.

I. INTRODUCTION

Defining the status of women at Ohio University is not much easier than defining the status of all the people at the University. There are thousands of women with a variety of problems, views, needs, and aspirations, and many factors of their "status" cannot be easily quantified. Furthermore, it is impossible to understand the status of women at this institution without looking at the position of women in American higher education generally and at the changing role of women in the total American society.

I began by attempting to identify likely problem areas within the University. This meant studying reports and research from other schools, reading the views of experts -- educators, psychologists, and sociologists -- and spending many hours reading and listening to other women. At first I contacted women within the University, told them what I was doing, and formally interviewed them. As time went on and the project became more widely known, women from throughout the University began contacting me, eager to help and to share their views.

There seems to be widespread interest and tremendous concern about the status of women within the University community. Everyplace I've gone in the last few months -- from offices and classrooms to parties and grocery stores -- I've found people who were interested in discussing women and their problems. As my work progressed and I began investigating possible problem areas, people were almost uniformly cooperative. In several areas where I had expected to have difficulty in obtaining information, I found people to be

particularly helpful. Many men and women have contributed to this report, either formally or informally, and I'm grateful to them all.

In attempting to define some aspects of the status of women, I have been able to rely upon employment and enrollment statistics and other data. However, describing other areas, such as the stereotyping of women, has been more difficult. At times I simply have been able to summarize the views of the women I interviewed and relate them to data gathered on a national basis. In all my reporting I've focused primarily on the University's Athens campus and, unless otherwise noted, all figures refer to this campus.

Because the subject is so vast, I am presenting this report only as a summary analysis of the status of women within Ohio University. In order to limit the length of the report and to focus primarily upon the areas which seem to be in most pressing need of attention, I have chosen to omit much detail and not to mention certain possible areas of concern. I have no doubt that there also are some areas which I have overlooked.

In addition to this analysis, I have presented recommendations for change -- recommendations which were developed through discussion with persons throughout the University. Since I received the assignment to prepare this report, the Office of Contract Compliance of the U.S. Department of Labor has issued a set of affirmative action regulations which the University must follow if it is to maintain its over two million dollars in federal funds. Many of the recommendations are designed in accordance with those guidelines.