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Status of Women Meeting Summary

Richard Swenson

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Summary of meeting of Steering Committee with Richard Swenson, Wed. May 16, 1973 in Old Main Boardroom. 3 to 4:40 p.m. Present were Carolyn Steel, Jane Lott, Joan Shaw, Judy Gappa, Alison Thorne.

Writing a revised Affirmative Action Program; deadline of June 15 set by HSW

Same Committee that wrote present one, with perhaps additional persons. Carolyn Steel, Judy Gappa, Marge Hatch, Pat Scott were on it.

Can be a brief document. Is to reflect problems of USU

Steering Committee was invited by Swenson to write:

- a. On recruitment. (Carolyn is interested in trying this)
- b. Part time employee status. (Karen Morse is chairman of this Steering Committee subcommittee.)
- c. Need for a Women's Center. (Perhaps the Dean of Women's position can be oriented in this direction.)
- d. Need for a woman counselor.

Present record on new hirings of women

Richard Swenson showed us the list for fall 1972; there were several, but mostly temporary and part time. No teaching faculty women hired since Jan. 1973.

Terminations are not published. No publicity on who does not get tenure. Non-renewals of professional contracts not reported to Institutional Council.

When is there an opening? Reclassifications? What about hiring to replace a person going on sabbatical. If university encourages upgrading with promise of employment, there will be a problem.

Should there be two separate Councils?

- a. University Appeals Council, current term for the University Grievance Committee.

This still has not met; needs to develop procedures. A person should be able to come confidentially to it.

Actually the Steering Committee has been listening to people.

Judy Gappa said the Coordinator can do some of this listening.

- b. Advisory Council on Affirmative Action. To review matters before they get so far along they become a grievance case. See above on hirings, termination and openings.
- c. Perhaps every College should have an assistant who is responsible for Affirmative Action matters.

Coordinator for Affirmative Action.

It will be an administrative position, not classified.

Richard Swenson showed us the job description.

Educating the departments with regard to Affirmative Action.

Should the departments have seen the Affirmative Action Program before it was approved; would they have had more input into it?

Affirmative Action is one topic for the Department Heads' Conference, next fall.

Salary equalization.

There was a \$957 difference, average, between men and women on faculty, before equalization.

There are still some difficulties. Some of the salary differences are on 1 or 10 positions, such as exp. attendants, attendants.