

# opinion/editorial

## Women, minorities hold too few administrative positions

Today is the last day there will be a woman in an administrative position in the NU Central Administration.

Barbara Coffey, Equal Opportunity Coordinator is leaving. She was in charge of affirmative action on all three campuses when she arrived in 1971. Now that each campus has an affirmative action officer, her position as coordinator is no longer needed, she said.

Coffey said women and minorities who would hold high ranking positions, such as Ph.D.'s, usually advance, and when they do, they usually leave UNL.

Salaries paid at UNL rank in the bottom 20 percent of the nation, according to Brad Munn, UNL affirmative action officer. Highly qualified women and minorities have to decide if they want to work at NU for a relatively low salary.

Lincoln has a small minority population. It's one thing to be accepted by your colleagues and it's another to be accepted socially.

This kind of situation pulls blacks away from the university, Coffey said.

A lot needs to be done with department heads, according to Coffey. The situation in which women were brought in as assistant professors and left there until retirement is long gone.

Women are a dynamic part of the work force and they will not tolerate staying behind, while white men climb up the ladder.

Since 1972, NU has legally mandated that women and minorities be given the same opportunity as white males.

But the ranks of women and minorities in administrative positions are low. In the UNL administration,

Suzanne Brown, assistant to the Vice Chancellor for Student Affairs, is the only woman.

Jimmi Smith, a black, is director of Multi-Cultural Affairs, a minority counseling service.

Hazel Anthony is the Dean of the College of Home Economics. Ralph Grajeda is Director of Ethnic Studies. And that's about it for administrative positions held by women and minorities.

Each department head has goals and time tables established to fulfill affirmative action regulations. They must annually be evaluated, according to NU by-laws, showing that they made a good faith effort to recruit women and minorities.

Yet their jobs are not on the line. Job openings must be advertised and sometimes departments have an unexpected opening and not have time to recruit. So they may call the affirmative action office to try to get around the red tape.

Coffey said all this shows her is that they have a white male who can fill the spot.

"The university is making every effort to say to department heads, we will as a university have some standards to fill the vacancies," Coffey said.

This applies not only to educational quality, but requirement equality, she said.

In many schools, department heads' salary increases are dependent upon not only a review of how they have recruited for women and minorities, but on how well they have done their jobs.

Many times men hear about possible job advancements through the grapevine, by going to the golf course or cocktail parties with the boss. Women and minorities traditionally do not attend such functions.

This is the reason NU must advertise for positions that are open so everyone has an equal chance to apply for the job.

The university has an adequate policy, but it is not adequately enforced.

President Roskens has set goals committed to affirmative action. Yet, NU is faced with a small minority community, the fact that it ranks in the bottom 20 percent of the pay scale, and old traditional values held by department heads.

Women and minorities are coming up in the ranks, they are just as qualified as white men and the old traditional values must go.

## UNL high level employment eluding women, minorities

A scrutinizing glance at the Centrex directory will yield an admittedly incomplete, but mildly interesting notion of the number of women and ethnic minorities employed in administrative or high level faculty positions.

not the sole culprits. She drew a distinction between women and other minorities: not all women agree that the status quo should be changed, whereas you would be hard pressed to find a black who believed she belonged in the ghetto.

Brown said many women do not like to work for another woman. It's the classic case of not having a woman VIP because the "girls" in the office would be uncomfortable.

A more substantial reason for the absence of women and one that is probably equally valid for the lack of high level racial minorities, is that there is just a smaller pool to choose from. Brown said that in a batch of job applications, men outnumber women 15 to one. "And the woman must be pretty good."

There is a big, affirmative action inspired demand to hire women and racial minorities. Those that are highly qualified can pretty much choose where they go. UNL has been defined as a "low competitive market" which, translated, means nobody with those qualifications (including minority status) wants to work here.

The Association of American University Professors rates UNL pay scales in the "bottom 20 percent."

Barbara Coffey, outgoing Equal Opportunity Coordinator shed some interesting light on the low number of racial minority faculty. She observed that Nebraska's low minority population restricts any comfortable social atmosphere—she compared it to a white person living in a barrio—culturally Nebraska is pretty bleak for minorities.

**kate gaul**

An analysis of the numbers reveals that they generally are employed in traditional fields (the only woman dean is in Home Ec.; a Chicano is director of Ethnic Studies), fields where the status quo isn't shaken nor the white male bastion of power rocked.

Not that I'm being hostile or discounting the importance of these positions or the capability of these people. I just like to sound angry because it gives me a radical image.

Not that I'm saying UNL is discriminatory in hiring practices, but current employment patterns reflect a history of across the board discrimination, whether that discrimination is in hiring, education or attitudinal.

Talking specifically about women, Suzanne Brown, assistant to the vice chancellor for student affairs, said it is very difficult to change the long-standing patterns. She called the pattern informal and intangible, but names it as part of the reason there are no women regents, one dean, one administrator and seven department chairwomen (my count).

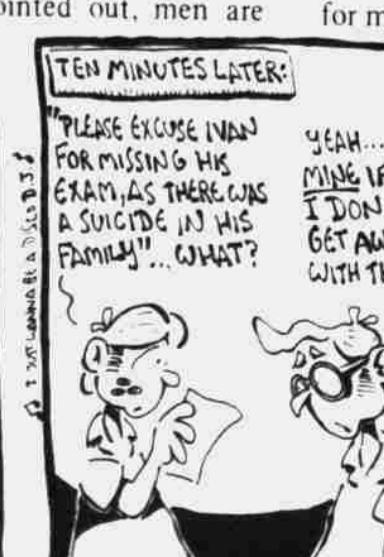
And, as Brown pointed out, men are

### In heaven...no beer

Since the *Daily Nebraskan* objects to the Mr. Knobby-Knees and Miss Legs contest, and since the *Daily Nebraskan* has never done a philanthropy project, perhaps the *Daily Nebraskan* should do an AUF project of their own.

I suggest the *Daily Nebraskan* staff consider going on an alcohol fast. Every time the staff has the urge to drink beer in the office, they resist temptation and donate the money saved to AUF. This could conceivably raise hundreds of dollars for AUF within a week.

Rockford G. Yapp  
AUF



### Rah, rah, ree

On behalf of the Interfraternity Relations committee, I would like to extend an invitation to every UNL student to attend the pep rally today at 6:00.

We have been working on program unifying events between our fraternities.

This pep rally is one of these events, with fraternities pairing up and doing yells together. But we decided to go a step further and include the residence halls in our yell contest. Hopefully, this will help our relations with the residence halls also.

We all want to beat Oklahoma this year, so we need all students to back our Cornhuskers. Let's start tonight at 6:00 on R Street in front of the Union, and show our support.

Pete Allman  
President, Interfraternity Council

### Dissatisfied voter

I find it very disappointing that neither the bottle bill or the Solar Energy Tax Relief bill went through this election. I can understand the bottle bill not having a chance. After all, everywhere you turned you saw "Vote No on 301," for months prior to election. But don't be concerned, half-inquisitive voters probe into who sponsored that propaganda? Doesn't one get just a little suspicious when most posters were plastered over Pepsi-Cola, Coca-Cola, and Budweiser trucks? It's grotesquely obvious why these corporations don't want any part of the burden put upon them for