

# Task force targets gender equity

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Omaha hires the greatest percentage of new women faculty, the report said, and on all campuses the percentage of women attaining tenure in seven years is greater than the percentage of men doing so.

But Pratt said poor retention of women faculty members on all campuses undermines the university's ability to reach other gender equity goals.

"We have to stop losing so many women as well as continue to hire in order to change the number of women on the faculty," Pratt said.

The task force found on-campus child care, well-defined maternity leave procedures and offering competitive salaries to women sought by peer institutions could help make work situations at NU "more positive for women."

To create its report, the task force studied statistics and reports on the status of women at all campuses, surveyed faculty and staff about gender issues and requested reports from each chancellor about progress toward gender equity goals set by the NU Board of Regents in 1991.

The task force then held a series of three hearings on each campus that students, faculty and staff attended in April.

During hearings at the University of Nebraska Medical Center, the task force heard reports from women faculty, staff and students who said they endured verbal and physical abuse from male physicians.

"Numerous reports told of women subjected to abusive language, sexual insults and humiliation in front of patients," the report said. "And women expressed fear of retaliation if they came forward to report what had happened."

The report said many of the inequities at UNMC may be based on historical inequities between doctors and nurses, and the level of fear women felt toward reporting harassment at UNMC was greater than on other campuses.

## Campuses criticized

## Students get taste of English lifestyle through summer program at Oxford

BY TERRA CHAPEK  
Staff Reporter

While most UNL students took classes or worked this summer, Nicole Brown explored the historic streets of Oxford and learned that looking "smartish" meant wearing a dress to dinner.

Brown, a junior advertising major, was one of the 60 UNL students who participated in the Nebraska at Oxford program from mid-July to mid-August. This is the ninth year the College of Business Administration has sponsored the program, which sends students to study at Oxford University in England.

At Oxford students earn six credit hours that apply to their degrees at the University of Nebraska-Lincoln. All students take The History of the British Political System. They can then choose from international economics or Shakespearean literature classes.

Martain Holmes, the director and founder of Nebraska at Oxford, said the program was established to give Nebraska students a taste of the social and educational opportunities in England.

"The program tries to recreate

At UNL and UNO, the task force found women were still subjected to criticism and assignments that reflected gender bias, but did not find a serious pattern of harassment like that reported at UNMC.

Women in mostly male departments are more likely to have problems in work situations than those who work with a number of women, and most work-related conflicts involving women also involved problems with a male supervisor, the report said.

Although the task force found the UNL Affirmative Action/Diversity Office actively processes complaints of harassment and discrimination, women at UNL reported difficulty in getting answers or actions on problems of classroom and student-on-student harassment.

Women feared retaliation when alleging harassment, the report said.

On-campus day care for employees and full-time students and well-defined maternity leave are also needed on the UNL campus, the report said. Maternity leave was more uncertain at UNL than on any other campus.

At the University of Nebraska at Kearney, the task force found the school's location - hours away from a large city - created problems in recruitment of faculty.

About 33 percent of full-time faculty are women at UNK, but about 66 percent of part-time faculty are also women. Six of 33 department chairs were women.

UNK administrators said that college deans and department chairs aren't held accountable for gender equity goals, the task force reported. The campus also may seem unattractive to potential women faculty because programs such as Women's Studies are small and under funded, and the campus lacks on-campus day care, the report said.

UNO has been more successful in hiring and retaining women than the other three campuses, the task force reported, and more than half of faculty hired this year were women.

## Closing the gender gap

However, perceived progress

toward gender equity differs greatly between male and female administrators, faculty and staff.

For example, a survey of all NU faculty shows that about 17 percent of men and about 72 percent of women believed women faculty were promoted more slowly than their male colleagues.

About 25 percent of men and about 79 percent of women believe men make higher salaries than women for the same work.

Pratt said the task force did not find evidence to support a significant difference between women and men's promotion and salaries at the university.

Better communication between university members should reduce the discrepancy between actual and perceived progress, she said.

Other suggestions included:

- Directing all campus chancellors to annually distribute the NU Board of Regents "Gender Equity Goals and Strategies" document to other administrators.

- Establishing uniform maternity leave, including six paid weeks and up to a semester of unpaid leave, available to any woman employed at the university for one year or more.

- Increasing staff time and fellowship support for the Dual Career Program at Lincoln and extend this program to all campuses in the system. The program, which exists at UNL, helps place both recruited faculty members and their spouses in a university positions.

- Clarifying and standardizing policies on medical, maternity or family leave. The task force found UNL's policies were most unclear of all NU campuses, and Moeser said the university may create systemwide policy in these areas.

- Providing support for on-campus day care for employees and full-time students. UNL faculty and staff have day care available in downtown Lincoln, but Moeser called the program inadequate to suit the needs of the UNL community.

- Maintaining flexibility in granting early tenure and promoting faculty promptly to increase retention of women faculty.

## UNMC will fight harassment

From Staff Reports

The Leadership Council of the University of Nebraska Medical Center decided Tuesday to adopt "zero tolerance" for male physicians' extreme harassment of their female colleagues that was reported Friday by the Gender Equity Task Force.

"Within the legal constraints of due process, employees will be severely disciplined and possibly dismissed," the council reported in a statement.

UNMC Chancellor William Berndt quickly voiced his approval of the council's decision.

"We simply cannot have this type of behavior at UNMC," Berndt said.

The task force, which reviewed progress made toward gender equity goals on all four University of Nebraska campuses last spring, reported women faculty, students and staff members at UNMC said they suffered verbal and physical

abuse from male physicians.

Women also said they feared retaliation from male colleagues if they reported incidents of harassment and abuse, the report said. The possibility of that retaliation harming women's professional opportunities silenced many victims of harassment and abuse, the report said.

Berndt said he since has heard positive feedback from employees that these issues will be addressed at UNMC.

The Leadership Council decided it would further address these issues by exploring the development of a code of conduct that would govern all employees. Council members will also meet with department chairs, managers, supervisors and faculty to discuss the report's findings and recommendations.

The council will also decide whether UNMC's processes of filing a grievance and assessing professional conduct are adequate.

- Providing financial support for women faculty to attend national seminars that will prepare them for administrative positions. UNL currently pays to send a woman faculty member to a administrative leadership conference each year.
- Providing training for department chairmen on gender

equity issues. UNL provides such training through the affirmative action and academic affairs training sessions.

- Establishing mentoring programs for all untenured faculty.

- Educating faculty, staff and students about the proper channels through which to pursue gender equity issues.

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