

Educational Equity at Ball State University

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Women constitute the majority of American college students and receive more than one-third of all doctorates, but many women administrators and faculty members have complaints about tenure, promotions and salaries. Despite gains made in the last decade, American colleges still have an average of 1.1 women in senior administrative positions. "We've gotten rid of most of the horror stories, the overt policies and practices that used to harm women," said Bernice R. Sandler, director of the Association of American Colleges' Project on the Status and Education of Women. "But women are still not advancing the way they should, given the number of Ph.D.'s granted," (Rohter, 1987).

Women are also under-represented in student governments on college campuses nationwide. According to the Feminist Majority Survey of Women in Campus Leadership, men are making almost all of the important decisions for a population which is more than half women by retaining power of the student body government organizations. The Feminist Majority conducted a study of fifty colleges and universities because information about the gender distribution in student governments was not available elsewhere. It considered the fifty schools to be only a preliminary group as it plans to expand and revise the study to include a larger sample of student governments across the nation.

This research project was conducted to provide an analysis of Ball State University's procedures concerning faculty and staff,

employment, and athletic programs in regard to the treatment of women. The role of the Affirmative Action Department was also examined. Personal interviews as well as a study of several sample departments were conducted. The format followed was based largely upon a sample provided by the National Organization for Women for a campus survey questionnaire. Much of the information for this project was provided by the Ball State Affirmative Action Director, Wynola Richards, and her staff in the form of published policy procedures, access to the Work Force Analysis reports, help with statistics, and answers to many questions.

Sex discrimination in educational institutions which receive federal funding was prohibited by Title IX of the Education Amendments of 1972. In 1984, the U.S. Supreme Court ruled in Grove City v. Bell to uphold a narrow interpretation of Title IX. The prohibition of sex discrimination was restricted only to the particular program receiving federal funding rather than the entire institution (NOW Campus Survey, 1987).

In essence, Grove City v. Bell (1984), 79 L. Ed 2d 516, involved a private college which declined to participate in institutional and student financial aid programs where it would be required to show compliance with Title IX requirements. The United States Supreme Court held that Title IX applied to the college, even though it was a private college because it enrolled students who received Basic Educational Opportunity Grants through the Department of Education's Alternate Disbursement System (a federally funded financial aid program). It also held that Title

IX enforcement could only apply to the college's financial aid department and federal assistance to the financial aid program only could be terminated if compliance to Title IX was not shown. Further it was stated that the application of Title IX did not infringe on the First Amendment rights of the college or its students.

The 1984 Grove City v. Bell decision was distinguished in U.S. Department of Transportation v. Paralyzed Veterans of America (1986), 91 L. Ed 2d 494, which held that commercial airlines were not receiving federal financial assistance and were not compelled to act accordingly under the Rehabilitation Act provision on discrimination against handicapped persons as in programs that were receiving federal assistance.

Only a few years ago, employed women were paid only sixty-five cents for every dollar paid to men (U.S. Department of Commerce, 1985). "The median earnings of year-round, full-time workers in 1955 were \$2,719 for women and \$4,252 for men, roughly sixty-five cents to the dollar for women. In 1985, earnings were \$16,252 for women and \$24,999 for men. Thus, women were paid sixty-five cents for every dollar paid to men. This means women have to work about eight days to make what men are paid in five," (NOW Reports on the Equal Rights Amendments, 1987). Another example is the wage gap by education. A man who graduates from high school will earn an average salary of \$23,853. A woman who spends four years in college and earns a degree will earn an

average salary of \$21,389. Women with college degrees on the average make less than men who have completed only high school (NOW Reports on the Equal Rights Amendments, 1987). In 1985, a professional male earned an average of \$32,812 while a professional female earned only sixty-six cents to every dollar made by the professional male (U.S. Census Bureau, 1985).

The differences between the salaries of male and female faculty at American colleges is of growing concern. Betty Vetter, executive director of the Commission on Professionals in Science and Technology, a Washington-based private, nonprofit group who analyzes data compiled by the National Research Council, said that in 1985 the median full-time salary for men with Ph.D.'s in the humanities was \$36,100, versus \$30,900 for women with the same qualifications. For those with Ph.D.'s in the sciences and engineering, the gap was wider: a median salary of \$46,100 for men, \$35,600 for women. "Starting salaries for women faculty members are consistently below those for men in the same field," Ms. Vetter said, "The rule is that the longer the experience, the wider the salary gap. Over the last 10 years, the dollars have changed a lot, but the percentage differential has not, so the dollar difference is big and getting bigger all the time," (Rohter, 1987).

BALL STATE UNIVERSITY

Ball State University states that it is an equal opportunity-affirmative action institution. It has a published Affirmative

Action Plan. John E. Worthen, President of Ball State University, states in an open letter at the beginning of the report that, "Responsibility for implementing educational and employment decisions in accordance with institutional affirmative action policy rests with each member of the University community. In any action related to any educational or employment process, each person in the decision-making process is responsible for acting in a nondiscriminatory manner." He also informs the readers that the University Director of Affirmative Action, Dr. Wynola Richards, is responsible for developing, coordinating, and implementing policy.

Dr. Richards and her staff are also responsible for collecting, analyzing, interpreting, and monitoring statistical and other employment data, setting goals and timetables for remedial action and developing programs to achieve goals. She also serves as an official liaison between University and government regulatory and investigatory agencies and civil rights groups.

Dr. Richards monitors employment decision making, administers the Affirmative Action Grievance Procedures for allegations of discrimination, investigates sexual harassment allegations, assists in recruitment efforts, and serves as a resource person for the University.

The Affirmative Action Director plays an important role if a case of sexual harassment or allegations thereof are brought against Ball State University. The Director will begin an investigation into the matter and work with other personnel and

grievance committees within the university to obtain an appropriate resolution. The Director will strive to maintain confidentiality to the extent possible and maintain discretion necessary to protect all parties while conducting such an investigation. Additionally, the director will monitor the university's adherence to the sexual harassment policy (Sexual Harassment, 1983).

As stated in the Affirmative Action Plan, the University has an ongoing audit process, through which an analysis is made of personnel matters. It states, for example, that the Ball State workforce, as of December 1988, is still predominantly white and predominantly male. Ball State University's faculty body is currently 32% female, the national average being 21%. Blacks and Hispanics do not seem to apply in large numbers for faculty, professional, and administrative openings at Ball State University. Because of this, advertising was begun in some predominantly black and Hispanic publications in Indiana. Resulting from this has been a larger-than-usual minority applicant pool. Additionally, this has resulted in eighteen blacks and one Hispanic hired in the past two years as faculty or professional personnel.

In regards to promotion and tenure, in the past year only one college has made equal representation part of its promotion and tenure procedures. The report states, "The other colleges are handling this issue in various ways. Since the committees are elected, not appointed, provision has to be made to change the composition of the committee after the election, if the com-

mittee turns out to be all male. The deans and department chairpersons are becoming more and more pro-active concerning equal representation on all departmental committees."

Prominent positions previously held by men at Ball state University that women were appointed to are as follows:

1. 1986-Associate Provost
2. 1987-Dean of the College of Sciences and Humanities, the largest college on campus
3. 1987-Assistant Provost
4. 1988-Director of the University Foundation
5. 1988-Dean of University College
6. 1988-Director of Admissions

SAMPLE STATUS OF BALL STATE UNIVERSITY FACULTY

The Work Force Analysis is data compiled each year pertaining to Ball State University staff and employees that is prepared each year by the Affirmative Action Office. Five randomly picked departments were compared and contrasted using 1983 data (pre-Grove City v. Bell) and data compiled in 1987.

CHART ON FOLLOWING PAGE

	ACCOUNTING	ANTHROPOLOGY	BIOLOGY	POLITICAL SCI.	SOCIOLOGY
1983 Contract Fulltime Males	0	N/A	1	2	1
1983 Contract Fulltime Females	3	N/A	2	0	1
1987 Contract Fulltime Males	1	N/A	1	N/A	0
1987 Contract Fulltime Females	3	N/A	2	N/A	2
Contract Fulltime Pay Changes-Males	N/A	N/A	1-	N/A	N/A
Contract Fulltime Pay Changes-Females	2= 1-	N/A	2-	N/A	1+
1983 Regular Full-time & Tenure Track Males	15	6	21	11	11
1983 Regular Full-time & Tenure Track Females	2	2	4	2	0
1987 Regular Full-time & Tenure Track Males	11	5	16	13	11
1987 Regular Full-time & Tenure Track Females	3	2	4	2	0
Pay Changes-Males	11+	5+	16+	10+ 1-	11+
Pay Changes-Females	2+	2+	3- 1=	2+	N/A

DEFINITIONS

CONTRACT FULLTIME

Contract fulltime faculty are selected to serve in specified temporary assignments on either a quarterly, academic, or fiscal one-year, two-year, or three-year contractual basis. They are eligible to receive, but not entitled to expect, renewal of appointments following the end of their current appointments. They are given assignments which are recommended by department chairpersons or supervisors. They may replace regular faculty on leave or for reasons of resignation, dismissal, illness, or death. They may hold special teaching, research, or other assignments as determined by the department chairpersons. They are governed by the policies found in the Faculty and Professional Personnel Handbook (Faculty, 1988-89).

REGULAR FULLTIME AND TENURE TRACK

Regular and Tenure Track Fulltime Faculty are tenured or eligible for tenure upon the completion of all general requirements as stated in approved departmental, collegiate, and University policies. They are eligible for academic promotion. They are eligible for all privileges extended by the University. They are eligible for full participation in the affairs of the total University and its component institutions. They are eligible for full benefits as described in the Benefits Handbook (Faculty, 1988-89).

PAY SCALES

1983	1987
A-Below \$7,500	A-Below \$10,000
B-\$7,500-9,999	B-\$10,000-14,999
C-\$10,000-12,999	C-\$15,000-19,999
D-\$13,000-15,999	D-\$20,000-24,999
E-\$16,000-18,999	E-\$25,000-29,999
F-\$19,000-24,999	F-\$30,000-34,999
G-\$25,000-29,999	G-\$35,000-39,999
H-\$30,000+Above	H-\$40,000+Above

ACCOUNTING DEPARTMENT (FROM CHART)

In the Accounting Department in 1983 there were no Contract Fulltime Males employed. There were three Contract Fulltime Females employed. Two of these females were receiving "D" range pay and one was receiving "E" range pay. In 1987, one Contract Fulltime Male was employed as were three Contract Fulltime Females. Thus, there was an increase in the hiring of one male. The pay changes for the female employees were that one female was now receiving "C" pay range and the other two females were still receiving "D" and "E" pay. **However, it is important to note that throughout this study it is impossible to determine from the data obtained if the faculty members used in the 1983 data are the same as in the 1987 data. The turnover rate of the faculty members could not be determined.**

In 1983, there were fifteen Regular Fulltime and Tenure Track Males employed and only two Regular Fulltime and Tenure Track Females. In 1987, the numbers had changed to eleven

males and three females. Of the remaining eleven males, there were no decreases in any male's pay. In 1983, their pay had been in the range from "E" to "H" with only two receiving "E" pay and with three receiving "G" pay. The remaining faculty received "H" pay. For the women in 1987, there was an increase of one female employee in the department. In 1983, the two females were being paid "E" range salaries. In 1987, the pay had increase for two females to the "H" range and the additional female was also receiving "H" range pay.

ANTHROPOLOGY DEPARTMENT

There were not any Contract Fulltime faculty employees in the Anthropology Department in 1983 or 1987.

In 1983, there were six Regular fulltime and Tenure Track males and two females. In 1987, the number of females stayed the same and there was a decrease of one male in the faculty. The two female's pay each increased from "G" range to "H" range salaries. The five remaining males also experienced higher pay ranges as they increased from two "F" range, one "G" range, and three "H" range to only one "G" range and the remaining males receiving "H" range salaries.

BIOLOGY DEPARTMENT

In 1983, there were two Contract Fulltime females in the Biology Department and there were still two in 1987. The pay range for both female employees decreased from "E" range to

"D" range. There was only one Contract Fulltime male faculty member in 1983 and in 1987. The pay for this position also decreased from "E" to "D" range.

In 1983, there were twenty-one Regular Fulltime and Tenure Track males in the Biology Department. This number decreased sixteen in 1987. Of the sixteen remaining males, their pay increased or stayed the same in the pay ranges of "E" to "H". There were four female Regular Fulltime and Tenure Track members in 1983 and 1987. One position was "H" range in both years, but the other three positions experienced decreases from "E", "H", and "H", to "D", "E", and "F".

POLITICAL SCIENCE

In 1983, there were two males employed as Contract Fulltime faculty. They received "D" and "E" range pay. In 1987, there were not any Contract Fulltime employees.

In 1983 and 1987, there two Regular Fulltime and Tenure Track females employed by the Political Science Department. Their pay ranges increased from "E" and "F" in 1983 to "G" and "H" in 1987. In 1983, there were eleven males employed as Regular Fulltime and Tenure Track faculty which increased to thirteen in 1987. Of the eleven filled positions from both years, all positions increased or maintained their pay in the "E", "G", and "H" ranges except for one position that decreased from "H" range.

SOCIOLOGY DEPARTMENT

In 1983, there was one male employed as Contract Fulltime and one female. In 1987, there were two females and no males. In 1983, the male's pay was in the "E" range and the female's was in the "D" range. In 1987, the female's experienced a pay increase in one position to "E" and with the additional position receiving "F" range pay.

There were not any females employed as Regular Fulltime and Tenure Track faculty in either year. There were eleven males employed as such in both years. In 1983, their pay included five males receiving "F", four receiving "G", and two receiving "H" pay. In 1987, four received "G" range and the remaining males received "H" range salaries.

SUMMARY OF CHART

Although each department must be studied individually, there seems to significant data in the departments sampled to show that although there have been minor increases in the employment and pay of women at Ball State University, there needs to be a continued increase in the recruitment, employment, and pay increases for qualified women. It appears that the University is meeting requirements, but not surpassing the minimum requirements. In 1987, for example, the number of Regular Fulltime and Tenure Track males **significantly outnumber the females**. Pay increases also seem to come more frequently and in greater amounts for male positions.

UNDERUTILIZATION STUDY

In a study prepared by the Affirmative Action Department, utilization of female and minorities is taken from employment data of 1987-1988. Underutilization is defined as the number in each category that would need to be added to make employment in that category reflect the number in the national or in some cases the local available pool. It states that this may also be termed "goal." A summary of the study is as follows:

<u>Women</u>	<u>Minorities</u>	<u>Department</u>
1	9	COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY
3	1	COLLEGE OF ARCHITECTURE AND PLANNING
3	1	COLLEGE OF BUSINESS
16	1	COLLEGE OF FINE ARTS
27	14	COLLEGE OF SCIENCES AND HUMANITIES
22	10	TEACHERS COLLEGE
72	36	TOTAL FACULTY
6	6	ADMINISTRATIVE AREAS
12	0	PROFESSIONAL STAFF
42	16	OFFICE, MANAGERIAL, TECHNICAL AND SERVICE STAFF

BALL STATE UNIVERSITY ATHLETICS

"We're off base," stated Andi Seger, Director of Inter-collegiate Athletics/Women, when asked about equity in Ball State's athletic program. She stated that she felt Title IX

guidelines do not provide equity, but serve as a minimum requirement. She feels that Ball State University should not be just meeting the minimum requirement, which is what is doing at the present time. She feels that it would take \$15,000-\$20,000 "catch-up" dollars to bring the women's non-major revenue sports up to par with the men's non-major revenue teams (Football and basketball are the men's major revenue sports).

Coaches are determined by the total number of athletes the athletic programs have. There are currently approximately 300 male athletes and 150 female athletes. Therefore, twice as much money is allotted for coaches for the men's teams as women's. Although there are almost equal numbers of teams for men and women, this means that there is enough money for assistant coaches for the men but not for the women. The men obviously have more participants in sports such as football where the women have teams such as gymnastics where there are significantly fewer participants.

Ball State University is also lacking, to say the least, in other athletic program areas. Even though a tutor is not required by Title IX, one is available for male athletes while the women athletes must use University College services. The women's teams are also lacking in the areas of equipment, supplies, and the mode of travel as compared to the men's teams. The new facilities are making substantial improvements, though, for the women.

In conclusion, Ball State University is meeting all standards it is required to meet but there are still many areas in which it could make major improvements. It seems that since Ball State is a major university in Indiana, it should be setting standards, not just meeting the minimum requirements. The Affirmative Action Department is doing an excellent job in trying to improve the situation. They should be congratulated for their efforts thus far and encouraged to produce even more favorable results.

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