

Report on Preliminary Survey on Sex Discrimination on the Iowa State Campus

During Spring Quarter 1974, the Council on Student Affairs proposed to conduct a seed study to determine whether women students at Iowa State perceived discrimination on the basis of sex in rules, practices or attitudes on the Iowa State campus.

A questionnaire was developed by the subcommittee on sex discrimination (R. Mikell O'Donnell, Diane Henson, Robin Murray) with the help of Jack Menne of the Student Counseling Service. (See copy attached.) Five areas of concern were included: 1) rules in student services; 2) rules in academic areas; 3) attitudes and practices in the classroom; 4) attitudes and practices in counseling and advising; and 5) rules and practices in student employment.

For each of these areas, the student was asked, "Do you believe that there are rules (practices, attitudes) which discriminate against women?" For each question, two concrete situations were given as examples of discrimination against women. These real-life examples had been submitted to the subcommittee by members of the Council on Student Affairs; as examples, they were intended to stimulate thought and help the student identify discriminatory practices which she might have experienced at Iowa State. The student was asked in how many situations she had encountered such rules, practices or attitudes, or situations similar to the example given. She was then asked to describe the specific instances or similar situations.

The population chosen for the study was graduating senior women. A number of factors contributed to this choice: 1) questionnaires could be easily distributed and collected with the OK slips; 2) the group was a well-defined population of women students; 3) graduating senior women as a group could be expected to have had the longest and most varied undergraduate experience at Iowa State; 4) graduating seniors could be expected to feel free to relate their experiences without fear of reprisal; 5) graduating seniors could be expected to have developed an awareness and sensitivity to practices which discriminate against women.

The questionnaire was distributed with the Graduation OK Slips to women candidates for the bachelor's degree. Although the exact number of questionnaires distributed

is unknown, a total of 706 women received the B.A. or B.S. degree at the May, 1974 commencement. 193 questionnaires were completed and returned; this represents a total of 27% of the women graduates.

The following table shows the student responses to questions in the Survey on Sex Discrimination:

	<u>Number of Instances of Discrimination</u>	<u>Number of Responses</u>	<u>Percentage of Responses</u>	<u>Percentile Ranking of Responses</u>
I. Rules in Student Services	No answer	8	4	0
	0	76	41	41
	1	53	29	70
	2-4	50	27	97
	5-9	4	2	99
	10+	2	1	100
II. Rules in Academic Areas	No answer	8	4	0
	0	167	90	90
	1	8	4	94
	2-4	8	4	98
	5-9	1	1	99
	10+	1	1	100
III. Attitudes & Practices in the Classroom	No answer	4	2	0
	0	136	72	72
	1	25	13	85
	2-4	22	12	97
	5-9	2	1	98
	10+	4	2	100
IV. Attitudes & Practices in advising/Counseling	No answer	8	4	0
	0	139	75	75
	1	32	17	92
	2-4	10	5	97
	5-9	3	2	99
	10+	1	1	100
V. Rules & Practices in Student Employment	No answer	25	15	0
	0	141	84	84
	1	18	11	95
	2-4	7	4	99
	5-9	2	1	100
	10+	0	0	100

Conclusions. It would appear that, as a group, those women who responded to our survey did not feel that they were victims of glaring sex discrimination at Iowa State. In all of the five areas of concern, 97% or more of the women indicated 0 to 4 instances of discrimination during their years at the University.

Only in the area of rules in student services was there a significant numbers of responses for (b) or (c), indicating the woman had encountered discriminatory rules once or 2-4 times. (29% of the women marked once; 27% of the women marked 2-4 times.) The frequency of these responses probably reflects familiarity with the two examples given with the question -- food service dress code and midnight lock-up of women's residences.

Still on a small scale, but perhaps noteworthy, approximately 25% of the women indicated that they had experienced some discrimination (1 to 4 times) in classroom, advising or counseling situation. (See attached page for specific comments.)

In general, we must conclude either that discrimination against women students is not prevalent at Iowa State or that women students at Iowa State do not perceive that discrimination against women exists on campus. The level of awareness of sex discrimination at Iowa State is low.

Recommendation. This survey was conducted as a preliminary study to determine whether a more extensive project should be undertaken during the 1974-75 academic year. Given the level of response to the survey, we do not feel that such a project is justified. This subcommittee therefore recommends that the Council on Student Affairs not continue our study of discrimination against women students at Iowa State.

We further recommend that the results of this preliminary study be shared with the University Committee on Women and with any other University office or organization which might wish to review it.

Although we have not received a mandate to continue our study of sex discrimination at Iowa State, we have received enough information to reinforce our original assumption that the University, as a reflection of society as a whole, does harbor a cultural bias which favors men over women, or which treats men differently than women. The fact that our study revealed a low perception of sex discrimination at Iowa State does not mean that we should sit back and rest on our laurels. Each of us must be an ambassador for human rights; we must work for an end to discrimination against men and against women.

COMMENTS OF INTEREST

Question I: Rules in Student Services

General:

1. "Resume form fall quarter asked for father's occupation and not mother's."
2. "This is a totally ridiculous question."

Admissions:

1. "I have been turned down for admittance for vet school for 3 years. My GPA is 3.30. I know many males who are in and do not have as good a grade point as mine. I can see no other reason for being turned down. I am not over weight, I am now 21 years old and I am 5'7-3/4" tall and meet all other physical requirements." (same comment on 3 other surveys)
2. "Vet school -- women are still minority, only a certain % is accepted every year."

Athletic facilities:

1. "Men are very rude to girls attempting to use the paddleball courts in Beyer."
2. "Women on competitive athletic teams must pay for their own physicals each quarter that they participate."

Financial Aid:

1. "Scholarships given to my brother were far greater than those given to me even though he had not yet begun his freshman year and I had completed 3 years with a 3.8 cum. Obviously our financial backgrounds are identical."

Food Service:

1. "Student food service discriminates on duties one can perform which are determined by your sex -- not whether or not one can perform them."
2. "Industrial Management manual and hair nets and dress."

Residence Halls:

1. "Girls' dorms have much stricter rules than guys' dorms, and there rules are enforced whereas many times not on guys."
2. "The lounge areas in women's residences are off limits to men from closing until 10 a.m. The lounge areas in men's residences are open 24 hours a day."
3. "Do they really lock the doors? If so, how come some girls and boys occasionally share the same bed at ISU in the dorms? How come you can see boys leaving the girls' dorms during the early morning hours like 4:45 - 5:00 a.m. on some mornings?"
4. "I think it is necessary for the doors to be locked so not just anyone can walk in and wander around late hours of the evening."
5. "I feel safer when the doors and elevators are locked. I doubt if the men would object to their doors being locked. After all we do have open hours, not like we are locked in!"
6. "I don't feel that a locked door is discrimination, but a protection. Until the world is free of sex deviates, murderers, and rapists, I'd just as soon sleep behind a locked door."
7. "The dorm locking--I like it--It keeps drunk men and women out who think it is neat to run through the halls at 4 AM."
8. "That (locked doors) is fine with me; keeps drunks out. I feel safer--do not have to be in at midnight."

9. "In married student housing, the man or husband is the one that is contacted about everything. Questions are always like, "Is your husband in school?"
10. "Actually I do think women's residences being locked is a good idea. At Towers it is sometimes much needed to keep out unwantables."
11. "Women were also not allowed to wear hair rollers or be similarly unkempt in the dorm dining rooms."
12. "I was glad women's residences are locked at midnight. I think they should be locked 24 hours a day--both men's and women's."
13. "I'm glad the dorms are locked at night."

Sorority:

1. "The sorority I lived in had no 24-hour open policy."
2. "My sorority doesn't allow guys in study rooms."

Student Health:

1. "Student Health Service charges for gynecological exam. I feel this is unfair."
2. "Once I went in complaining of symptoms of mono. Doctor insisted I was pregnant or neurotic. Asked if I had problems with my boyfriend. Later I found I had mono."
3. "At the Clinic, a few times I've needed blood tests and have been asked if it's a pregnancy test."
4. "I feel the Health Service has discriminated against me. I was forced to give my husband's name when I went in for medical attention to myself. In return, he was not asked my name for his record."
5. "I think the Student Health Clinic needs to improve the attitude of the nurses about girls coming into the gynecology clinic. It's very degrading the way they treat females."

Question II. Rules in Academic Areas

General:

1. "Wearing slacks and jeans instead of skirts or dresses lowers grade."
2. "Women are discriminated against only when they let themselves be discriminated against. In many fields of academia, if women are competent, they will be looked upon as such; if they are not competent, they will be exemplified. This though, is a responsibility of the woman to become competent."

"Accounting Law"

1. "I have known of an accounting law course where the women answered questions only on certain days."

Animal Science

1. "Animal Science 114 section, women could not have higher grades than men, except the one which was the top of the class."
2. "Animal Science 319 -- women seated in rear section of class despite front seat requests. Papers consistently graded lower."

Agronomy/Animal Science

1. "An agronomy and animal science 400 level course has a travel in the summer. There had to be 2 or more females wanting to go because for only 1 female they would not make sleeping or room arrangements."

Women's athletics / PE:

1. "Scholarships, open hours policies."
2. "There are no dressing facilities in State Gym for joggers."
3. "Male athletes are excused from classes; women are not." (PE classes)
4. "Women aren't allowed in some of the men's PE classes."
5. "I know a girl who had to go through a bunch of red tape just to get into a PEM class. This is in the process of changing from what I hear."

Economics

1. "An economics instructor paid no attention to questions asked by female students. Out of 9 women in the class only 1 passed. All others dropped the course or flunked out."

Forestry

1. "Summer camp--women can go now, couldn't a few years ago due to living accommodations. They would have been very crude, so I doubt if any of the few women eligible to go would have objected."

History

1. "A female friend didn't receive the award as the outstanding graduate in history department because she's female."

Home Economics

1. "My classes are generally in home economics. They don't discriminate."

Veterinary Medicine

1. "The interview board told my roommate, 'You're pretty, you can get married.'"

Question III. Attitudes and Practices of Classroom Instructors.General:

1. "Reference to lack of woman's knowledge of mechanical knowledge in classroom discussion."
2. "Many references to our place is in the home."
3. "One class where instructor gives snide comments to a girl I know because she is only 1 of 2 girls in class where rest is all guys."
4. "I have had instructors who have made sexual remarks to me in class as a jest...such as 'We know blonds are passionate, don't we, Miss...?'"
5. "Instructors' attitudes towards women in classes."
6. "In one class it was quite obvious that the instructor didn't expect as much from me because I am a woman--the only one in the class."
7. "Several instructors will degrade women with their jokes to get the attention of the male members of our class."
8. "Instructor often referred to Raquel Welch as his idea of a good time."
9. "Discussion on good taste in class. Basing a Renoir against a Playboy bunny on a table."
10. "In a lecture illustrated with slides, the instructor included a women in a bikini in the water and called her an island (body in water)."
11. "Instructors in male-type subjects try to weed out the females."
12. "Questions on exams for humor."
13. "I'm in a male dominated field and have never been discriminated against"

by my peers or my instructors. I think a lot of this depends on the whole attitude of the female. I don't ask for any special treatment because I'm a girl and as a result, I'm treated as an equal. I think too often women are placing their failures on the fact of discrimination. Too often, they really can't meet the grade."

14. "In a recitation class which is comprised of mostly males, the females seem to be 'picked on' for much of the discussion."
15. "In some of my classes I feel that men receive special attention because there are so few of them in my major."
16. "No! Not unless you have some kind of a nut for an instructor. Any mature intelligent person would not be a party to this. But then some young men feel that female instructors discriminate against them, too. I wonder who is so insecure that this question was even thought up!"
17. "One instructor asked his women students if their titles were 'Miss' or 'Mrs.', assuming none of us went by 'Ms.'"
18. "Girls were not allowed to add a full class, however the instructor let males add the course. Reason he gave: 'Women are at ISU to catch a husband; men are here for an education that will enable them to support a family.'"
19. "Several instructors have made jokes such as, 'You men will appreciate this story' or 'Are there any females listening?'"
20. "Instructor would ask questions only to girls, never to guys unless they had a different name..."
21. "Comment: I think it's kinda nice that women 'lighten the mood.'"
22. "I like bawdy humor and even in my 75 men and 5 women class Raquel Welch is mentioned as much as Mark Spitz; Erotic Eric as much as Linda the Boob."
23. "I have been in situations where there is discrimination against both women and men in the case of athletes where the athlete did not stand up to standards yet attained the same grade I had."
24. "I can recall attitudes in classes I had where women's lib and women's rights were joked about by instructors."

Agronomy

1. "A professor in the Agronomy Department uses a mannikin with a bra on it to describe the amount of clay in the soil and 'lighten the mood of the class.'"

Animal Science

1. "Friends in animal science and veterinary medicine are treated and told that they are too dumb to make it and will just have babies."
2. "Animal Science 114--had 97% average in class, got B; male friend with 89% got A."
3. "In a meat lab course, during slides there were slides shown and titled 'piece of meat.'"
4. "In an animal science class there was a drawing of a nude woman with the different beef cuts on her."
5. "I was not allowed to do any physical work with the animal science horses because I was a woman."
6. "Jokes about slide during Animal Science lecture."
7. "An instructor in the Animal Science Department made it known to the whole class that because he now had women in his lectures, he had to change his approach. He had to exclude the profanities and snide remarks about women and actually mentioned it would be difficult for him."
8. "Animal Science instructors still teach in terms of men. They never use 'cow-person' or cow-woman."
9. "In my 400 level Animal Science courses slides of women bulging in anatomical places were used for humor also. They used slides of the 'housewife' and made sly remarks about her--reinforcing the stereotype of the housewife. Instructor tells 'off-color jokes' in class."

Fish & Wildlife Biology

1. "A speaker from the Iowa Fish and Game Department mentioned that he didn't feel women could fit into this field as well as men."

Engineering

1. "As a female in engineering, I have found more discrimination for than against."

Architecture

1. "From my experiences, instructors are concerned about students who show interest in the subject--male or female."
2. "One design instructor treated me as though I was frivolous. This is a vague thing and hard to deal with. I felt very demoralized to have to deal with a person who gave me no respect...The instructor demoralized men also."

Civil Engineering

1. "A CE instructor (a very sarcastic authoritarian freak) picked on me in class more than others...The instructor was very nasty to men as well."

Home Economics

1. "The Home Economics college molds women with a rather interesting design. Three classes in my career have introduced the members and the instructors, knowing them, told the class who was married. Seems to be a process of making 'Ladies' out of 'girls'."
2. "Whenever men are in the class, they are called on more often and comments are taken more seriously."
3. "When I have men in my classes, the instructor often is very partial to them."

Applied Art

1. "An instructor of Applied Art 103 favored men in her classes."

Child Development

1. "I'm in Home Economics and a Child Development major (where females outnumber males by quite a bit), males are considered rare by some instructors and seem to get extra special attention."

Advertising

1. "Examples used, particularly concerning women's undergarments."

Family Environment

1. "As a Family Environment major, I've had no problems."

Home Economics Education

1. "The discrimination I have felt is because of my major--home economics education--people expect me to be a 'biddy' and I can't be."

Interior Design

1. "In my field instructors tend to give guys good grades to encourage them to stay in the Interior Design curriculum. One instructor even told me so."

AFROTC

1. "I was one of the early females in AFROTC and I think we were discriminated for, not against. The situation is probably different today."

Anthropology

1. "In my Spring Anthropology 420 course: Quote: 'What's a nice girl like you doing in this class?' (only non-major)."

Business Law

1. "A friend of mine was enrolled in a business law course where the instructor made it verbally clear that he did not think girls belonged in the course and he would obviously be biased against them."
2. "Business law teacher did not call on women to recite."

Chemistry

1. "In my chemistry classes I did notice that certain instructors asked women easier questions."

English

1. "English Department is enlightened on the subject of human equality."
2. "One instructor in Business Communication constantly used examples about women's anatomy to illustrate a point or make a joke."

Geology

1. "One Geology 101 test had sexist test questions about James Bond and his mistress. Also a slide of a woman in a bikini."

Mathematics

1. "One of my math instructors invented a name for a math principle that was commonly used but had no name. The name was 'sfuii principle'...but I didn't know what 'sfu' stood for until I asked the instructor in his office. I suppose if I'd been male I'd have known that."

Outdoor Recreation

1. "I took Outdoor Recreation 360; 2 girls--the instructor made jokes out of us."

PEM

1. "The first few days I was only allowed to play with the other females in the class while the men changed partners."

Political Science

1. "A Political Science class where teacher knocks women all the time."

Psychology

1. "Explanations of sex differences in psych experiments often puts down women. Done in condescending way. Women not expected to be blunt, frank in class discussions."

Speech

1. "I had one instructor who admitted that she tended to give higher grades to males."

2. "Speech 327 has a text in which women are continually portrayed as nags and bitches.
3. "An instructor in the speech department used to call me 'Sex' for a first name when he would call roll--which made me very angry and I let him know it. He still continued to make open remarks. I was newly married and when I was late for class he would make comments like 'How was it?' insinuating that I was in bed with my husband and that was why I was late. During the final exam--which was oral--he made remarks about me when I picked a piece of lint off my sweater. He said I was the class sex symbol--which I resented and my friends in the class could not see where he had gotten that idea. He told me I had made myself into it. All of these remarks were uninvited and in front of the entire class. I do not mind using his name because my entire class heard him and I do not believe he should be allowed to treat any female student this way. I should have reported this to the head of the speech department but I didn't feel like having to prove I didn't invite it, although I did talk about it with other speech instructors who knew my character and encouraged me to report it."

Statistics

1. "My roommate is enrolled in Statistics 105 and the instructor has been known to make degrading comments against women. He made a remark about guys thinking about a problem when they got up in the morning and shaved. He then said: And I am sure the girls (of which there were a few) will think sometime during the day, too."

TCA

1. "I have been referred to as '____, my dear' which disturbs me. An area particularly at fault is TCA department."

Zoology

1. "One TA in Zoology is fond of making comments such as 'Women don't belong in science.' especially when a female student was having difficulty or asking a question."

Question IV: Attitudes and Practices of Advisers and Counselors

General:

1. "Advised to learn to type, etc. or to get a teaching certificate."
2. "Person in my department: 'Getting married before graduation ruins chances of getting employment after graduation.'"
3. "Advised not to mention marriage to refrain from damaging job prospects."
4. "Resumes etc. asked for husband's name and occupation or maiden name or other irrelevant information."
5. "People worried about discrimination find it."
6. "I personally feel it is a relevant question (plans for children) as I wouldn't want to train and hire a person and have her quit after a couple months and not have her return and have invested all that money and then have to retrain a new person."

Adviser

1. "My adviser advised I take 'History of Agriculture' because of the sex ratio in class. I resented this comment."
2. "Adviser's prejudice against married women--she's not married."
3. "The adviser refers to her advisees as 'little gals' and stated that she assumed most of them were at ISU to catch a husband."
4. "Encountered questions as to whether I was married, etc."
5. "My husband's adviser told him not to be concerned about my finding a job--just to take one that he wanted. I should take whatever \$2.50/hour job that came along."
6. "My first adviser in Animal Science was skeptical about my being there, and even more so when I transferred to Fish and Wildlife Biology."
7. My present adviser always tells me to make the most of the fact that I'm a woman in this field when job hunting because more jobs are opening up for women."
8. "Adviser hated me, said I was as dumb as his daughter. Didn't like women in Animal Science."
9. "An instructor emphasized that I could just sit at home 'doing as I pleased' while my husband's profession (veterinary medicine) would take care of us. He didn't consider I wouldn't want to sit home. And I'm sure he wouldn't ask or say this to a male student."
10. "One of my girlfriend's advisers told her there weren't many jobs in her field, especially for women, so she might as well get married."
11. "My adviser said there were so few jobs offered to women in Animal Science that he didn't even encourage me to try to apply. He would help me only with companies already accepting women."
12. "Many of the placement and animal science job opportunity bulletin boards tell how men or fellas are needed. In Animal Science Department especially."
13. "Applied Art adviser refused to let me drop a class, recommended drop by instructor simply because I deserved it. I received a good shot of mental cruelty through this quarter..."
14. "When applying for dietetic internships, one must specify what she plans to do with her husband if she has one, while she's doing the internship."
15. "In my particular field of elementary education, men are presently receiving the 'red carpet' treatment due to the shortage. This is seen as the elementary education senior men have positions over the women."
16. On my application for ISU, I accidentally checked Industrial Education for a major. I received a letter saying I'd be the first woman in the history of this school to do that."
17. "I am a general journalist and the first 2 years, advisers continually tried to railroad me into home economics journalism, where they insisted I would have a better chance of finding a job."
18. "Women on this campus are still channelled into the 'traditional' women's fields. My department would have been extremely upset to learn that I wished to pursue a law career. Therefore I refrained from telling both my adviser and anyone else in the physical education department."
19. "The vet interview board has advised me for 3 years that I would not get in because I am female."
20. "Veterinary male students are against women entering the field because they feel most vet female students drop out anyway to get married or to have children."

Placement

1. "Future family plans questions."
2. "College placement caters to male rather than female. More opportunities available."
3. "I think he had a right to ask about the children. He was trying to find out if she could devote more time to her job or if she would be tied down with children. I think the man should have been asked these questions, too."

Prospective employers/Interviewers

1. "I was asked if I had any plans for marriage, steady boyfriend, etc. by an interviewer."
2. "I was invited to dinner by my husband's prospective employer to see if I checked out as an executive's wife. I was asked whether I planned on any children in the near future. I was asked how long I've been married."
3. "During one interview, I was asked about my marital plans. Concern was expressed over my being engaged, for fear that I wouldn't fulfill my teaching contract. The prospective employer was afraid I might quit in the middle of the year to get married. They haven't offered me the job."
4. "Many prospective employers' first question is how long you expect to stay in the job market. In other words, how soon do I expect to become a baby machine?"
5. "Job interviews have asked if I was married. If not, they would need to put me under contract. If married, there would be no need for this."
6. "Interviews for teaching positions--one said a man would be considered if one would apply before a woman if his qualifications were similar."
7. "In an interview, I was questioned about my husband's job and education."
8. "In an interview at the S-H Placement Office, I was asked whether I was engaged or planned to marry soon, which I understand are illegal questions. I grew up on a farm and when the interviewer found that I had driven tractors, he declared that I was quite a women's libber, wasn't I?"
9. "I have been asked about my plans for children as well as my husband's occupation in nearly every job application or interview."
10. "While in job interview I was asked if I had a husband or serious relationship. I feel that on the basis that I don't, I was given priority over a woman who did and I was hired."
11. "I think the example (concerning family plans) is a rather stupid example. Anybody who knows anything about interviewing for employment knows this question is unconstitutional and therefore would not ask it for fear of a law suit."
12. "All of my interviews have included the question, 'Do you plan to marry soon?' This question is never asked of a man."
13. "One interviewer told me he'd rather hire a girl. They're more reliable and conscientious."
14. "I was asked during an interview what my boyfriend thought about certain things, such as commuting."

Question V. Rules and Practices in Student Employment

1. "Two employers I had said they preferred women technicians over men, because women were more perseverant and better workers. These employers hired both male and female employees."
2. "Many women are stronger than some men. If women were allowed to use their muscles, they'd be stronger. The pay rates still indicate the old American double standard--man is superior to woman. Well, here's one woman who does not agree. Many women just back down when men are around because that's how their mothers brought them up."
3. "One job I had also employed males. They were allowed to work with machines and other 'heavier' jobs. The girls' work consisted of sitting behind a desk acting as a receptionist."
4. "I was hired at a job that at that time paid \$1.60 per hour; a man in that position would automatically get \$1.65."
5. "Was told work involved lifting and errands."
6. "Women cannot work for any of the Animal Science farms."
7. "Supervising at Beyer Hall--no women (at least last year.)."
8. "The Botany Department, I was told, will not hire women in the greenhouse because the man in charge is a traditionalist. They claim he would end up doing too much heavy work such as lifting rather than ask the women to do it."
9. "CY and Hilton--On important concert nights, only male floor directors are used and females placed as ushers. Though they may be short of males to fill positions, women are seldom called for the floor director postions."
10. "I applied to work for the soil testing lab but was denied the job I wanted because all other crew members were males."
11. "Last year males and females in the shelving department of the library did not do the same jobs."
12. "Working on a dish machine in the residence hall food center."

Question VI. Other areas of discrimination or General Comments

1. "Women worried about talking about it have more trouble than those who do it."
2. "I am sure there are areas where discrimination occurs; but, I don't feel hindered by them. In fact, discrimination against women doesn't bother me. I feel it's not a serious problem for me, anyway."
3. "Good luck in your fight for equality."
4. "No discrimination--just common attitudes which are bound to exist."
5. "For the most part, I feel that actions which are discriminatory are ignored (unless blatantly obvious) because the women in our society are used to such occurrences."
6. "Discrimination from men students in classes which usually have only had all men. They do no accept women in class."
7. "The johns."
8. "When filling out evaluations, a person must fill out female or male. I think this is quite unnecessary. It shouldn't make any difference."
9. "That survey President Parks handed out discriminated against us senior women. It asked us to give maiden names and an expected name, if expected. It also asked for Mr., Mrs., Miss. Why don't men have to circle if they're married? A simple male or female circle should be enough."

10. "In Beyer Hall, the weightlifting room is an understood off-limits to women, for some reason."
11. "I was a member of an intercollegiate sport team and the discrepancy between men and women's funding was unbelievable. I realize the situation is being improved, but I still feel the attitude of the Athletic Council is one in which women are thought to be less competitive and skilled than men."
12. "When I applied for editor of the Daily, I was asked if I had the spirit to fire an incompetent reporter and 'get tough' on deadlines. Male applicants were not asked these questions. Many interview subjects expressed surprise when I worked for the Daily that I was both a female and competent and interested in subjects of significance."
13. "I feel I have been discriminated against by my woman college placement officer because I am a woman who seeks part time employment in a small town due to my husband's employment; would seek part time employment no matter what town I was in; enjoys being a creative housewife; loves her husband; looks forward to having children, raising them, and teaching them the things God has told us through the Bible; doesnot believe an outside job is the ultimate goal in life; and believes being a responsive, loving wife and mother is the most challenging and rewarding vocation I could possibly seek. I am thankful for my education at ISU knowing it will help in accomplishing the above points."
14. "I think the way the questions are worded will influence the answers you will receive. I don't understand how you will be able to justify the validity or reliability of such a questionnaire."
15. "Isn't this survey a bit biased?! What did you want for answers?"
16. "So here we have yet another survey to determine if female students feel persecuted. Well, I for one do not--as you may have gathered from reading this form. I am a senior veterinary student--female--and while I'm sure your committee would delight in uncovering a bit of sex discrimination in that college, I'm pleased to report there is none. Each of us is treated exactly as we wish to be treated--as our personality dictates. The only problems that arise are due to personality differences and not sex differences, and these problems occur more frequently among guys than between men and women."
17. "I fail to see how this can be of value."
18. "I am getting really tired of all this talk about discrimination against women. I myself have never encountered these situations. I have heard that women aren't always paid equal to men for the same job, which I feel is wrong, but that's the only place I've encountered it. Perhaps some of what is called 'discrimination' is really 'differentiation.' I myself believe that there are definitely some differences between men and women--physical, social and emotional. I'm sure glad of that, too, cause this would be a pretty poor place to have to live if people thought men and women should act, feel, and think and be the same. God created me a woman and I'm glad of it. But I am a woman and also want to be treated (and respected) as a woman not as man's equal."