

June 7, 1971

National Organization for Women
Ames Chapter
108 Orange Avenue
Ames, Iowa 50010



Mr. John Wilks
Director - OFCC
Department of Labor
Washington, D.C. 20210

Dear Mr. Wilks:

Please consider this letter a formal charge of sex discrimination against Iowa State University of Science and Technology, Ames, Iowa, under Executive Order 11246 as amended by Executive Order 11375, which specifically forbids sex discrimination to all institutions of 50 or more employees holding Federal contracts totaling \$50,000 or more.

The National Organization for Women asks that the Office of Federal Contract Compliance institute an immediate "class action" and compliance review for all units of Iowa State University. We ask that the Office of Federal Contract Compliance enforce Order No. 4 in requiring Iowa State University to end its discrimination against women faculty, staff and students, and to take "affirmative action" to remedy the effects of past discrimination and to "ensure that applicants are employed and the employees are treated during employment without regard to ... sex." We include students in our complaint on the grounds that as apprentices to the many professions requiring college degrees they fall within the provenance of the Executive Orders.

This request is based on the attached information. We ask that the compliance review include among other considerations an investigation of the following:

1. Recruiting and hiring policies, including and especially the nepotism or "favoritism" policy whereby the University denies employment to the spouses and relatives of faculty employees, and the widespread policy of "no-inbred-hiring" whereby the University or individual departments deny employment to their own graduates, as invalid selection criteria resulting in severe under-utilization of women in relation to their availability (60-2.11 and 60-20.2).

Although a nepotism rule as such does not exist, at least one woman reported that her application to join the faculty was rejected on the grounds that her husband was also on the faculty. Concerning the awarding of graduate assistantships, Attachment 1 indicates clearly that the chairmen of departments lack awareness of the illegality of nepotism practices (Attachment 1, page 2, paragraph 3). While the number of assistantships going to men

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and women is nearly in balance relative to the proportions of graduate students, women receive more teaching assistantships while men receive more research assistantships. Where published research is used as a criterion for hiring and promotion, these inequities discriminate against women (Attachment 1, page 1).

2. Promotion policies in faculty, staff, and administration, including the "tenure" policy as an invalid selection technique resulting in disparate rejection rates in promotion and granting of job security to faculty women in relation to their seniority and availability (60-2.11 (a) and 60-2.25 (c & d)).

Given the number of women graduate students in every college except Engineering, the availability of women for faculty positions cannot be denied. Also, since nearly all women faculty are concentrated at the lower levels of academic rank, there can be no shortage of women available for promotion to higher rank (Table 1). Undoubtedly the "no-inbred-hiring" policy and the practice of nepotism keeps women who are bound by geographical location due to marriage from being fully utilized, keeping women at the level of 27% graduate students but only 17% faculty. Since 80% of the female faculty is assistant professor or below while only 48% of the male faculty is in that category, discrimination must be taking place. Outside the College of Home Economics, the Library, and the department of Physical Education for Women, there are:

	<u>Women</u>	<u>Men</u>
Professor	3	540
Associate Professor	7	353
Assistant Professor	24	378
Instructor	76	310

Qualified women do exist who could be hired or promoted to bring about a balance, yet the University is doing nothing to remedy the situation as the following shows:

Faculty Promotions, May 1970	<u>Women</u>	<u>Men</u>
Promoted to Full Professor	0	34
Promoted to Associate Professor	2	49
Promoted to Assistant Professor	5	16

3. Salary differentials, especially in faculty, staff and administration, and especially in regard to undue restriction of women to lower paying classes of administrative and staff jobs by imposing unwarranted academic criteria limiting high admin-



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istrative positions largely to men and preventing the appointments of already trained assistants, usually women, in case of vacancies and the reclassification of job titles when women are hired to replace men so that women receive lower status and pay for essentially the same duties performed (60-20.5 and 60-20.3 (b)).

The white paper report released to the Ames Daily Tribune (see Attachment 2) and the article in the Iowa State Daily (see Attachment 3) both document salary differentials by sex at all levels. We understand that the "mean" salaries quoted in the first article were obtained only when more than one woman held the same rank in the same department, thereby excluding a sizable percentage of the women faculty. Attention also needs to be given to the women employed by the University Extension Service and to those holding academic rank but doing laboratory work (Associates). The preliminary report of a pilot study (see Attachment 4) gives some indication of salary differentials by sex among the non-academic staff including the fact that one woman supervisor receives less money than the one man she supervises (see Attachment 4, page 2).

4. Undue restriction of women to lower paying jobs through aiming recruitment efforts for these jobs mainly at one sex (60-20.6 (a & c) and 60-20.5 (a & b)).

See Attachment 5 for clear evidence of discrimination by the University in this area.

5. Undue concentration of one sex in particular departments and colleges which are then differentially funded.

In terms of the University's internal allocation of budget funds to instruction (see Table 2), those colleges with the highest percentage of women students show the least per capita expenditure. See also the Des Moines Register editorial (Attachment 6) citing discriminatory funding of women's athletic activities.

6. Explicit childbearing leave policy for parents of both sexes to encourage sharing of parental responsibility on the part of both (60-20.3 (d & g)).
7. Disparity of fringe benefits.
8. Remedy of the effects of past discrimination by the establishment and extension to women of compensatory minority recruiting and training programs in all major job categories and organizational units where women have previously been under-utilized.



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9. Remedy of the effects of past discrimination by the establishment and extension to women of compensatory minority student recruiting programs especially in those professions traditionally dominated by men.
10. Increased representation of women on the University's Boards, Councils, and standing committees.

As demonstrated by Table 3, in most cases women are not represented to the same extent they are represented in the present faculty.

11. Discriminating through allowing higher rates of contract terminations for women and lower rates of contract renewal for women and discriminating in offering lower status contracts (i.e. one-year or one-quarter) to women than to men regardless of qualifications.

Note in Table 1 that a significantly greater percentage of women than of men hold part-time positions. It has also been brought to our attention, while we do not have exact figures, that many more women than men are hired on a temporary basis from quarter to quarter. The American Association of University Professors will be studying this matter and results will be forwarded when available.

12. Collecting and maintaining data according to sex in all areas necessary for the informed evaluation of the equal opportunities of women in employment and education in the University.

See Attachment 1, page 1, paragraph 3.

13. Establishment of a comprehensive plan of affirmative action to end sex discrimination at Iowa State University.

The College of Home Economics has an active policy of recruiting and training men. Other colleges have no equivalent policy for recruiting and training women. In Attachment 2 the University cites the presence of a large reserve labor pool of faculty wives to "explain" apparent patterns of discrimination. Iowa State University can and does utilize the wives of students and faculty as a reserve labor pool, hiring them for low status jobs, at low salaries, with little job security, firing them when no longer needed. It is obvious from the article that the University has no plan of affirmative action, nor are they aware that one is needed.

We further ask that all current contract negotiations be suspended immediately until such time as all inequities are corrected and a comprehensive plan of affirmative action is established and implemented in terms of specific goals and timetables.

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Please notify NOW when the compliance review begins. We shall further ask the privilege of submitting additional evidence as it becomes available.

Sincerely yours,

Judy Ritts, Acting President
National Organization for Women
Ames Chapter

cc: Senator Harold Hughes.
Senator Jack Miller
Representative Neal Smith
Governor Robert Ray
Iowa Human Rights Commission
Iowa Civil Liberties Union



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