

According to affirmative action report Minority employment rises

By DIANE NOTTLE
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The percentage of women and minority group members employed in academic positions at the University has increased slightly in the past year, according to a report released Friday by the Affirmative Action Office.

Women occupied 15.6 per cent of all academic positions during the 1972-73 academic year, as opposed to 15.1 per cent the year before. Minority employees made larger gains, jumping from .9 per cent of academic positions last year to 3.4 per cent this year.

Further breakdowns show that women made their greatest gains at the rank of instructor, moving from 26 to 29 per cent of all employees at that level.

Other gains by women included increases from 3.3 to 3.8 per cent at the rank of full professor; 9.2 to 9.4 per cent for associate professors; and 16.4 to 16.5 per cent for assistant professors.

But the percentage of women in other positions — senior research associates, research associates, research assistants, lecturers and assistants — fell from 17.9 per cent last year to 16.6 per cent.

Percentage jumps for minorities include rises from 2 to 3.0 per cent for professors; .5 to 2.9 per cent for associate professors; 1 to 3.0 per cent for assistant professors; 1.9 to 4.0 per cent for instructors; and 1.2 to 5.4 per cent in other positions.

Affirmative Action Officer Patricia Farrell said she is pleased with the increases.

"This isn't a tremendous stride, but at least we're not falling back," Farrell said. "What we're looking for is progress and I think these represent good efforts."

The report has been filed with the U.S. Department of Health, Education and Welfare, and Farrell said similar reports will be filed annually.

The Affirmative Action Office was established last January after an HEW report showed the University had not made good faith efforts to comply with Executive Order 11246.

The order prohibits employers receiving federal funding or contracts from discrimination based on sex, race, color, religion or place of national origin. The University receives 63 per cent of its research funding from the federal government.

In addition to reporting the number of women and minorities the University employs, the affirmative action report includes the office's policy statement, an outline of operations, grievance procedures and goals for next year.

The report lists University programs related to Affirmative action. These include:

- the Black Scholars Program, designed to attract black students of high scholastic potential;
- a training program in supervisory and administrative skills for career clerical employees;
- the Educational Opportunity Program, which serves a large percentage of minority students; and
- graduate programs within five colleges and through the Applied Research Laboratory to train minority candidates in fields in which there are few minority members.

The report also outlines areas for future attention by the Affirmative Action Office. These include salary discrepancies in 17 departments, studies of fields in which few women are employed and spacing of women throughout the teaching ranks.

Farrell noted that among non-academic staff positions, women are well-represented in lower-level jobs but are seldom employed in the administrative levels. This, she said, is another area for concern.

According to Farrell, the annual report is required under the Civil Rights

Act of 1964, which "mainly emphasizes equal pay for equal work with equal employment as its main concern."

The act also identified four "protected categories" — blacks, American Indians, Orientals and Spanish-surnamed groups — toward which the Department of Labor Relations showed discrimination was practiced. Women later also were counted a fifth category.

But, Farrell said, the Civil Rights Act proved to be inadequate in fighting discrimination. "It's one thing to promise to pay women and blacks equally, but if you have none on your staff there's no problem," she said.

Then Executive Order 11246 required institutions with federal contracts which employ more than 50 (now 15) workers or have an annual payroll of more than \$50,000 to take "affirmative action" to employ women and minorities.

"The idea is to look at the field, see you haven't any blacks on your staff and make a bigger concentrated effort to get new graduates and bring students to campus," Farrell said.

Farrell said HEW has the right to check her office's files if it is not satisfied with the report.

"With each hiring, we make a report on our efforts to find a minority candidate," she said. "If HEW charges that we've made no good faith effort, we can

show them our files to show that we're monitoring the situation."

She added that the University reviews its own hiring about once every two years and that HEW probably will make periodic reviews.

Farrell said the percentage increases do not necessarily reflect the creation of new positions to meet affirmative action goals.

"These figures include replacements for retirees or employees who quit," she said. "Each department is asked to project what its turnover will be."

"Each department tried to get statistics in its professional fields, and we've compared these to our own faculty profile. I think we've made a very earnest effort to set goals, not quotas," Farrell said.

Farrell said the Affirmative Action Office now is "examining the conditions that keep women down and minorities out."

"I know I don't want to be given a job just because I'm a woman," she said. "What we're trying to do is get the girls with master's degrees out of clerical jobs and into something more professional. The idea is not to give jobs or to steal a full professor from another university, but to create more opportunities."

'Spacesickness' hits Skylab 2 astronauts

SPACE CENTER, Houston (AP) — Skylab astronauts, suffering from motion sickness and unable to work at full speed, took several hours off yesterday afternoon to rest and try to recover.

"It's becoming obvious to us that we're just not as spry up here as we'd like to be," said Skylab commander Alan L. Bean. He said they all felt "Okay, except in the stomach, if you know what I mean."

Bean and his crewmates, Jack R. Lousma and Dr. Owen K. Garriott, were told to take medicine and "sack out" for several hours in an effort to ease their queasy stomachs.

The motion sickness started among the astronauts only hours after they were launched Saturday to begin a 59-day space adventure, the longest ever attempted. The ailment persisted yesterday, triggering Bean's request for rest.

Bean also asked that Mission Control consider letting the astronauts take today off instead of the planned day of relaxation set for Saturday. This was being studied; Bean said he was concerned that the crew might not be in shape for a space walk scheduled tomorrow.

"None of us has been able to eat all our breakfast and it's lunch time now and we are really not too keen on eating much of that either," said Bean.

The astronaut noted, "There's a desire to take a break for an hour or two and get some bunk time, just stay still for a while."

Doctors say that the effects of weightlessness take a day or two for adjustment. Until then, astronauts can become ill if they move around too much. The illness is similar to sea, car or airsickness.

Garriott and Lousma are scheduled to

make the space walk tomorrow. They are to install a sun shade on the outside of the orbiting space station to supplement one put up by the Skylab 1 crew. They also will change the film in a solar telescope camera system.

Bean said the space walk as early as tomorrow may not be possible.

"It would be sort of my subjective opinion that a couple of days from now we'd have a hard time going EVA — extra vehicular activity," said Bean. "That'd be my guess just from the rate of adaptation we're having at the moment."

The astronauts were to spend all of yesterday and today activating the space station. This involves moving in experiment hardware and turning on electronics and the plumbing system.

Mission Control told the astronauts it would be necessary to complete about an hour of that work, after which the spacemen could rest for several hours.

The astronauts were also told to take "scope dex" scopolamine dextroline capsules designed to prevent motion sickness.

Bean reported Saturday night, several hours after the astronauts had docked with the Skylab space station, that Lousma was nauseated and that he and Garriott were slightly ill. Bean said Lousma was unable to eat dinner, although the astronaut later had a light snack.

A space agency physician who talked with the crew in a private medical conference said Lousma did vomit and took a scope dex to control the problem.

The installation of the sun shade tomorrow is designed to supplement one erected by the crew of Skylab 1.

Bean, Garriott and Lousma were launched early Saturday morning aboard an Apollo command ship from Cape Kennedy, Fla.



Photo by Marc Silverman

Splashdown ahead

NOT TO BE outdone by Skylab astronauts, this diver heads toward a watery landing in the outdoor swimming pool.

Hearings held on loan rules

By STEVE OSTROSKY
Collegian Staff Writer

The House Subcommittee on Education held hearings in Washington Thursday on the federal regulations for student loans.

Ron Taylor, public information spokesman for the Pennsylvania Higher Education Assistance Agency, said the hearing was held as the result of an understanding between the House and the Senate that there was some critical difficulty in the loan system.

The difficulty lies in the student loan regulations included in the Higher

Education Amendments of 1972.

Under the present system, all federal guaranteed loan programs must require a need analysis submitted by the applicant. Loans with federal interest benefits are given to students who have a definite need established by the needs analysis.

Taylor said a number of different groups and people testified Thursday. These groups represented several different factions, he said.

"Some groups want to retain the needs analysis," he said. "One faction is in favor of keeping the needs analysis for

the rest of the year, or at least until school starts in the fall."

PHEAA is against these plans, as are many groups, Taylor said. "We would like to see the needs analysis abolished and a return to the \$15,000 cut-off point, which was in effect previously."

Students whose families previously had an adjusted family income of less than \$15,000 were eligible for loans with federal interest benefits.

Taylor said PHEAA presented factual data showing in most cases there has been a drop in loan activities. "PHEAA in April, May and June of this year

approved 15,000 fewer loans than it did during the same period last year," Taylor said. "This represents a drop of \$19 million in loans approved during those months this year, as compared to the same months last year."

The committee has not decided what should be done about the loan regulations, Taylor said. "It's up to them to decide now what happens."

The Senate, which held hearings on the same subject several weeks ago, also made no decision. According to Taylor, the House and Senate probably will set up a conference committee to review testimony before taking any action.

"The only thing scary about this is the government moves slow, especially the legislature," Taylor said. "I'm a little skeptical if they'll get anything done in time."

"If there is a delay or if no action is taken, a lot of people could be affected, since they won't have the money to send their children to school. This could affect the schools or even the economy of the school's area," he said.

Since Congress is adjourning Friday for a month-long vacation, Taylor said there is little chance a bill will be passed in time to change the loan regulations by the time colleges open for the fall.

Ervin, Baker, Scott urge out of court settlement

WASHINGTON (AP) — The chairman and vice chairman of the Senate Watergate committee urged President Nixon yesterday to sidestep a constitutional confrontation and settle out of court their demands for key recordings of his conversations.

That plea for compromise from Sens. Sam J. Ervin Jr., D-N.C., and Howard H. Baker, R-Tenn., was echoed by Senate Republican leader Hugh Scott.

Scott said Nixon is innocent of any Watergate complicity and suggested the President might discuss the matter of the tapes with special prosecutor Archibald Cox.

Ervin and Baker endorsed a formula by which they and Cox might be allowed to listen to the tapes in private and sift from them any subjects not directly related to the Watergate investigation.

Both Ervin and Baker downplayed the possibility of seeking a contempt of the Senate citation against Nixon and refused to entertain the possibility of impeachment.

Baker and Ervin were questioned on CBS' "Face the Nation." Scott appeared on ABC's "Issues and Answers."

Meanwhile, Robert S. Strauss, chairman of the Democratic National Committee, said Nixon's failure to respond to subpoenas for the tapes and for presidential documents "is but one further example of the fear of the right

of the people to know" and has caused a grave change in how the public view the President.

And Clark MacGregor, the President's former campaign director, said in a deposition filed in a related civil suit that he was "misled, deceived and ... lied to repeatedly" over Watergate by the White House and other campaign aides.

He was sharply critical of the conduct of John D. Ehrlichman, Nixon's former No. 2 aide, who returns to the Watergate hearings today for his fifth day of testimony.

In his appearance, Baker said he still has not made up his mind what course he will take regarding sensitive information contained in a missing fifth paragraph of a 1971 White House memo introduced into evidence at the Senate hearings.

The memo from presidential aide David Young to Ehrlichman set out activities of the White House special investigative unit known as the "plumbers." Among other things, it contained a recommendation that Ehrlichman approve a "covert operation" aimed at obtaining the psychiatric records of Pentagon paper figure Daniel Ellsberg.

Baker disclosed the missing paragraph last week. Ehrlichman invoked executive privilege to avoid answering questions about it.

Yesterday, Baker and Ervin disagreed on the subject. Ervin said the committee does not have the authority to investigate further. Baker said it clearly has such power.

Baker confirmed the matter has been discussed privately by the committee and administration officials but said, "I think at this time I really have nothing further to say." He said he has not made

up his mind as to how the issue should be handled.

Scott said that he has enough information about the censored paragraph to be deeply concerned that it might be disclosed.

"I know that there are serious and very grave questions of national security involved at about this time and I would shudder to think they are being recklessly exposed," Scott said.

"I don't have the full story," he said. "But if it is the missing information is what I think it is, it ought not to be used."

Ehrlichman has said the information concerns another country and that it is of a sensitive nature. Baker has said it involves an activity of the White House "plumbers" that has not before been publicized.

Ervin and Baker said no final decision has been made as to whether the hearings will continue into the Senate's month-long August recess. But Baker said most of the seven senators on the panel are tired and that a respite in testimony might be desirable to give them a chance to think over what they have heard so far.

But Baker noted that the President has said he will make a definitive reply to the testimony after all major witnesses have been heard. He said he would vote to continue the hearings through the entire month of August if necessary to accommodate Nixon.

Scott said the President's statement will be "a full and comprehensive reply" and said of Nixon: "He's so convinced here that he's innocent ... that he's directing his own timing."

Scott said he believes the President can settle the matter of the tapes out of court with Cox but not with the Ervin committee.



Photo by Rick Nelson

THE DRIVER in this car ignored the stop sign as he participated in a sports car rally yesterday on Parking Lot 80. Judging from the squealing tires and the way the car leaped going around turns, the driver was also ignoring the 15 mph campus speed limit. Regardless, the students in Packer had a good view of the action, or at least would have, had there been any students in Packer.

Weather

Mostly sunny and clear today, high in the low 80's. Tonight partly cloudy, low in the low 60's. Cloudy with rain possible tomorrow, high in the mid to upper 70's.

Stop?