

Editorial Opinion

Mythical equality

Women still suffer from job discrimination

A university is often a testing ground for new social concepts. Attitudes are formed freely because opinions are reached through personal exploring and gaining of knowledge.

Even with an atmosphere of learning and open-mindedness at this University, the concepts of equal pay for equal work and no discrimination for the University's female employees have not yet become a reality.

At University Park alone, the University employs 488 full-time professors. Yet only 25 of the professors are women. Of the 427 associate professors who work here, only 45 are women. Eighty-seven of the 372 assistant professors are women and 65 of 142 instructors are women.

With regard to salary, in 1978-79, women earned from \$600 to \$3600 less than men for given positions at the University.

One female faculty member said she earns \$17,000 annually and a male counterpart, who is roughly as qualified as she but is part of another department, earns \$22,000. She earns approximately 59 percent of her male counterpart's salary. Women make 59 cents for every dollar men make, according to an article by Nancy Kreiter in the 1980 October issue of Spokeswoman.

against women or the belief that women are inferior to men.

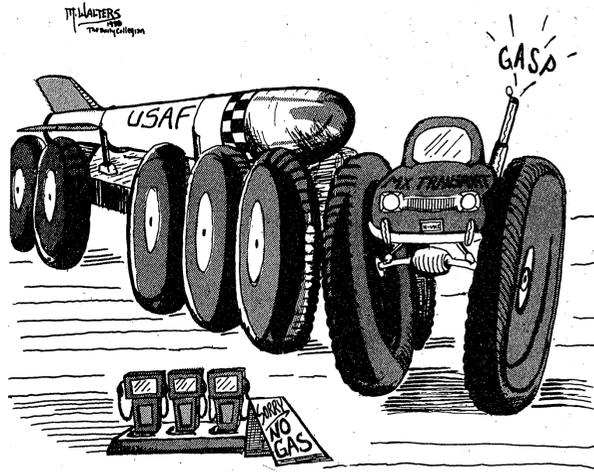
Audrey Rodgers, coordinator for the Women's Studies program, said women are sometimes considered cheap labor or captive labor. Rodgers said women are willing to accept lower wages because they want to work. Some women are captive because they are at the University because their husbands are here, she said.

Assistant Provost William W. Asbury said women tend to work in fields of study, such as education, that often pay less than fields of study such as engineering which employ mostly men.

Regardless of why women want to work or the field in which they choose to work, they should be paid a salary equal to their abilities and equal to the salaries of their male counterparts. The University should also hire more women in the more advanced jobs, such as professorships.

The University should avoid falling prey to national averages and social shortcomings when evaluating an educator's performance and importance to the system.

After all, society's wrongs do not make discrimination right, and the University should avoid perpetuating the myth that they do.



BACK TO THE DRAWING BOARD...

Letters to the Editor

Conserve energy

A close examination of the article on energy conservation in the Oct. 21 issue of The Daily Collegian reveals the answer to the following questions: Why do student energy contests lose money, why can't students be motivated to participate in energy conservation and why do the dorm areas waste gross amounts of energy?

The answer is simple — students do not have significant control of the energy use in dorm areas. The energy saved when a student turns off a light is negligible compared to the energy wasted in hot water use, dorm heating and throw away materials.

It is time for the University to stop rationalizing its effective conservation efforts by blaming the student body. It must take actions to significantly reduce energy use (and energy costs) in the dorm areas. Student cooperation is certainly a necessary part of such a program, but the University must take the initiative in developing effective programs. For starters, why not:

- Replace or properly adjust shower heads for minimal flow.
 - Install flow restrictors in faucets.
 - Provide students with a means of controlling room heat (where it is feasible).
 - Recycle paper.
 - Stop selling soda in non-recyclable bottles.
- Energy conservation is an absolute necessity for the economic survival of Penn State and the security of our nation. As an educational institution and a spender of taxpayers' money, the University has a responsibility to act now instead of waiting for a crisis to develop.

Greg Babel, 4th-mechanical engineering Oct. 21

PSU gold mine

To the Penn State football fans: We, among Nebraska University fans who attended the Penn State-Nebraska game, want to praise the people of Pennsylvania.

Never have we encountered such hospitable, beautiful people as we did at Beaver Stadium. The friendliness and kindness of the Penn State fans should be something to be proud of. Keep it up, you have a gold mine there!

Phil and Louise Monaco, Omaha, Neb. Oct. 12

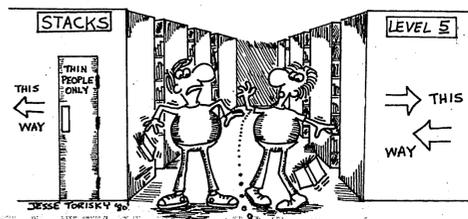
Private practice

Basketball season is here again and, as usual, activities in the Rec Hall gym are suspended during practice.

After discovering the inside track closed and the pins missing from the two universal machines next to the mats behind the bleachers, I joined a gym class sweating and groaning on the mats and began exercising. Tiring of this I doggedly walked to the end of the bleachers and watched our team practice.

"Excuse me, but you are not allowed to watch the practice," a voice from behind me said. I turned in disbelief to the man in the red coat and said, "I can't watch?" The man fidgeted with his pockets and half heartedly said, "The coaches do not like people watching the team practice."

I could not believe what I was hearing. I was



"THIS IS TERRIBLE! THE BIRDS MUST HAVE EATEN OUR BREAD CRUMBS!"

being told not to stand in a certain spot and look in a certain direction. It was as if I had stumbled upon top secret maneuvers of some special forces or my presence was defiling a sacred ritual.

Confused and feeling a bit rejected, I nevertheless felt important that my mere presence could distract a well-disciplined team of basketball players.

As I was corralled back to the mats I noticed a sign on the door of a coach's office to hold print which read: "This is not an information booth."

As a student who pays for the University to impart information, I think I deserve a better explanation for these keeps out, don't-bolter-us signs.

Hugh H. Connett, 11th-general arts and sciences and petroleum and natural gas engineering Oct. 31

Veto votes

The political cartoon in which Congressman Anderson is receiving a "Dear John letter" in the Oct. 22 issue of The Daily Collegian epitomizes a rather common complaint in this and most elections. We frequently find ourselves not voting for the candidate we like the most, but for the one we dislike the least or at least tolerate the most.

What I propose for all future elections is a modification of the ballot which would include a voting option entitled "none of these." (This was done in Nevada in the previous primary. I would like to add that Edward Kennedy managed to tie with that category.) And an additional voter option which I term "veto" of any candidate.

Essentially the voter can cast his or her vote for a particular candidate; vote for none of these; or can cast a "veto" for a candidate they strongly object to. If "none of these" is a new "winner" the election is held again with a new and totally different list of candidates; anyone who lost in that fashion cannot seek that office for that particular term.

As for vetos, every veto vote a candidate receives will be subtracted from his final total. In this fashion if you are indifferent to two out of

three candidates but despise and fear the third you can cast a veto for that particular candidate. Again, if all the candidates receive more vetos than votes, the election is repeated with a new set of candidates.

You may think this is a mockery of the electoral system, but I must state that increasing voter option, hence freedom, is the heart of the democratic process. Voter dissatisfaction is real. I need only point to low voter participation and the number of votes that Snoopy and Speed Racer get in every election.

Demand choice. Demand the vote on all ballots. And vote for or against the candidate of your choice.

Gregory Turnball, 9th-mining engineering and economics Oct. 29

Empire revisited

The common saying that history repeats itself may be proving its validity before our very eyes. The United States seems to be taking a course reflective to that of the Roman Empire.

Eliminating the constructive compositions of these two societies, we can look at the developmental aspects occurring in each and see clearly that the symptoms which led to the fall of the Roman Empire are now evident here in the United States.

These symptoms are moral decline, extreme materialism, brutality of sports, widespread crime and the breakdown of the family system. With a national divorce rate hovering near 50 percent, one can hardly deny an ailing American family.

Medicaid and Medicare abuses of the nursing-home industry, widespread vandalism, organized crime and the illegal markets of drugs and pornography all convince us of the existence of crime. But when we consider petty thefts, pennies of unreported income and ordinary traffic violations which can argue its far reaching effects.

And who can close their ears to the chants of "kill, kill" in our football stadiums around the country. Surely it was well stated on national

television last fall that the National Football Association decision to move the Superbowl to Pasadena was like the Gladiators moving to Athens.

It is no wonder that the multitudes are serving the almighty dollar and storing their treasures in earthly vessels when universities are plaguing society with doctrines such as the Marketing Concept which states that the economic and social justification for a firm's existence is consumer wants.

This, of course, alleviates all moral basis for determining true societal needs and results in want-based institutions. Is pornographic exploitation justified by the lust of the eye or of the flesh? Do addicts and dope justify the drug paraphernalia shops? Can drunkenness possibly be any reason to sell liquor?

Remember that at one point in the stills of today were illegal. The television shows of today were adult. The adult movies of the past were unthinkable at the start. Clearly we can see that when we base our decisions on our wants there is no morality.

The lessons of history are only beneficial to those people who are wise enough to consider their own vulnerability. The role of the foil is always to return to his folly, and in the case of the people of the United States would be for us to see the lessons of the Roman Empire and to fall into the same trap.

If we judge ourselves, then we are not judged, but if we deny that it could ever happen to us then we play the foil. The symptoms of degeneration cannot be denied when locally we have much drunkenness, pornographic sales and crime.

We are convinced that we have struck the bottom of the pit when on our campus we publish the work of divisors in the form of the daily horseshoe in our student newspaper, we display pornographic pictures in our main library and we bend to the darkness of homosexuality in the HUB.

Surely Esaias prophesied well saying, "all our righteousnesses are as filthy rags" when we justify a drunken brawl known as the Phi Psi 500 under the guise of charity donations.

He that hath ears to hear, let him hear.

Joe Gardner, 8th-management Oct. 27

Sexist ad

I sent this letter to SAS in regard to a recent advertisement in your newspaper: Dear SAS International, My Brooks Villanovas just disintegrated after a year of faithful service, so I was recently in the market for a new pair of running shoes.

Paging through The Daily Collegian, I spotted your ad for a special Tiger running shoe sale. I considered going down to your store to check it out until I read the copy between the bold print: "Sturdy Tiger running shoes for Men — Sexy Figures. Joggers for women."

There are two points which I would like to call to your attention.

1. I resent the insinuation that women choose their sport equipment based on whether or not it makes them sexy — a matter of little consequence to me unless I am planning on running Friday and distributed at the University Park campus. The Weekly Collegian is mailed to Commonwealth college students, parents of students, alumni and other subscribers who want to keep abreast of University news.

slates out for an occasional jog around the block is very wrong. Sorry SAS — this sexy little jogger took my business elsewhere.

Janet Goehner, 7th-biochemistry Oct. 30

Speak out

The Daily Collegian encourages comments on news coverage, editorial opinions and on-campus or off-campus affairs. Letters should be typed, double spaced and no longer than 300 lines.

Students' letters should include the author's name, term, major or grade and where the letter is submitted. Letters must be signed by no more than two people. Bring letters to the Collegian office, 165 Carnegie (across from Willard) so proper identification of the writer can be made. Names may be withheld upon request with approval of the editorial editor.

The editorial editor reserves the right to edit letters for grammar or space limitations and to reject them if they are libelous or in poor taste.

the Collegian

Wednesday Nov. 5, 1980 Page 2 1980 Collegian Inc. Betsy Long Editor Kathy Matthey Business Manager

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Pay is lower for female faculty

Choice of field, lack of credentials partly responsible

By CINDY COX Daily Collegian Staff Writer

Women faculty members' salaries are less than men's salaries on every level at the University, according to a 1978-79 American Association of University Professors salary survey. University administrators say men make often make better salaries than women because women tend to teach in fields that are lower-paying.

The average salary for a male professor at University Park in 1978-79 was \$30,600. The average female professor made \$27,000, \$3,600 less than a male professor. Women faculty members made an average of \$1,750 a year less than men at the same level, for professors, associate and assistant professors and instructors.

Nationally, the trend has also been for women faculty members to make less than men at the same levels, according to a report in The Chronicle of Higher Education. The report said the salary gap between men and women exists at all levels and in all types of institutions.

"In part, the average salary of men and women reflects where they are located in departments and colleges," said William W. Asbury, Affirmative Action officer and assistant to the provost. "The average salaries for faculty in engineering, science and business are probably higher than the

average salaries in other colleges. The majority of women who are employed as faculty members are not in those colleges."

Socialization processes do not encourage women to enter fields such as "hard sciences" or fields like engineering, earth and mineral sciences and business, three fields that have the highest average salaries, Asbury said.

Historically, women have accepted lower pay because they have been grateful just to have a job, said Kathryn M. Moore, associate professor and research associate. "A lot of times, women in the past have been thankful that they've had a job," Moore said. "The pressure has been on women not to ask questions or to be demanding about salaries if the bottom line is keeping their jobs. Women have been kept in that kind of bondage."

One faculty member, who asked not to be identified because she feared repercussions within her department, said she knows a man in a different department who earns \$15,000 a year more than she does and has roughly the same qualifications.

"I think there are only two possible explanations why women make less than men," she said. "Either they are being discriminated against on the basis of sex or they are inferior. I can't accept that women are inferior."

Homing in: torpedo patent finally granted

By SCOTT HILEMAN Daily Collegian Staff Writer

Many people complain about the slowness of the U.S. Postal Service, but three University scientists had a wait of 25 years with the U.S. Patent Office.

Paul M. Kendig, professor emeritus of engineering, James M. Lawther, associate professor of engineering, and Robert G. James, a former research assistant at the Applied Research Laboratory were recently granted a patent for an invention more than 25 years old.

The invention is a torpedo homing device which has never had any practical use. Kendig said he helped develop it during the early 1950s along with Lawther and James. Kendig said the patent took so long to be granted because the homing device was only recently declassified. No patents can be granted on classified information, he said.

"You have to remember that although the device has no practical use, the research gained in developing it was used on other projects," he said. "That's probably why it was classified for so long."

Kendig said the homing device works similarly to underwater radar, but the sound waves travel much slower. "Sound travels about 500 feet a second in water as compared to 186,000 miles a second in air," he said. Kendig said the device works by tracking a moving vessel's wake, which is a mixture of air and salt water differing in physical properties from those of salt water alone. He said the torpedo can detect the presence of a wake when an acoustic transducer, a device similar to a loudspeaker which converts acoustic signals to electrical ones, recognizes changes in acoustical signals. "Should this occur, the invention's control system moves the torpedo's rudder, turning the weapon toward the ship causing the wake," Kendig said. He said the device probably would have been used more if similar devices had not been developed about the same time. "Unfortunately, other methods came along which eliminated the necessity of the device," he said. Kendig said the two most commonly used methods of detection today include bouncing electrical signals off targets and using the sound from propellers. "But the homing device was not so useful," he said. "At least it provided me with the most unusual of my five patents."

As in the case of the post office: better late than never.

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a seminar sponsored by
USG Dept. of Minority Affairs
Dept. of Women's Services
Race Relations Board
Centre County Women's Resource Center
H.O.P.S.
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