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Analysis of Women of the 1972-73 Faculty

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DAYTON, Ohio, April 19, 1973 --- The University of Dayton recently completed an analysis of the status of Women on the faculty for 1972-73. This study was completed at the request of the Affirmative Action Review and Appraisal Board, appointed by the President, Raymond A. Roesch, S.M., to review the status of minority groups including women and to recommend specific action if inequities exist.

The report which has been distributed to the faculty and principal administrators by the Affirmative Action Board was prepared by Mr. Theodore J. Woloson, Director, Personnel Services, and is based on statistical data on file. Every effort has been made to protect the identity of the individual faculty member.

(A) Women at U.D. in 1972-73 represent 15.4% of the total full-time faculty (54 of 350). The figure compares favorably with national norms recently reported for private institutions which show women at 14.5%.

(B) While the female representation in 1972-73 is 15.4%, women have been employed at a rate of approximately 28% of new hires during the past 3 years.

The University until the early 1960's, was staffed in the academic areas by many priests and brothers of the Society of Mary. But as enrollment increased there existed a need to find new sources of academically competent people.

The increased rate of employment of women can be largely attributed to this increase in enrollment at the University during the 1960's and the realization that the female pool of competent and academically qualified people was a source untapped to any significant degree in the past.

As the University increased its offerings in the humanities women were joining the staff to meet the academic needs in these areas. At the present time 63% of the female faculty members are providing services in the humanities and in education. Efforts to seek out women qualified in the sciences continues to be a serious concern because of the competitive nature of the academic community as other institutions find themselves in similar situations.

While the statistics indicate that women, in some areas, are receiving a lesser salary than men, further analysis of the data no doubt will reflect the following factors as contributing to the differences:

(A) Age of entry into teaching in higher education.

(B) Academic preparation--degrees held.

(C) Length of service at the University.

While the raw data provided in the report suggests areas of concern, in depth studies will be continued in an effort to identify individual cases so that inequities can be rectified. It is the expressed goal and primary objective of the University to provide employment on a nondiscriminatory basis at all levels and to seek out persons who are competent and dedicated to providing, through their professional competence, educational opportunities to students in a rapidly changing society.