

Why do they leave?

Just as we finished applauding the student affairs administration for placing Frank Mianzo in a strategic position, as director of activities, Frank quietly lets it be known that he is leaving Elon. So he joins a long parade of those who came with bright eyes, new ideas, and lots of energy to work with student affairs... and who left after a year or so. Students hardly know who is who.

We find it disappointing, if not really sad. We honestly do not know why the turnover in this staff, both men and women, is so great. We can only ask why and hope that someone can find the answer. We need to keep good people longer than the introductions.

Phyllis Hargis, who cut her teeth on traffic and housing, should be a good director of student activities. Now, Dean Long please see that Mrs. Hargis doesn't start reaching for her hat and coat.

Title IX, 8 years after

The Title IX record is being played again, this time with a few new scratches and a repair or two. The first report since that for 1976 on the status of sex equality, opportunity, pay scales and rank was published last week in *Interaction*, a news and views memo from the vice president's office. This is a limited publication compared with the January 1977 issue of the *Communicator* which was distributed college wide.

This summary shows among repairs to the record that status and salaries for men and women in the non-academic area are now in line with Title IX. Fringe benefits have been added for office staff to include insurance and retirement benefits, disability insurance and other standard fringes such as holidays, sick pay, and leave for a death in the family. All praise for this step!

Another repair to the record is in the area of salary, although money is still in a mixed bag. At the associate professor level, women with doctorates have an average salary above that of their male counterparts, a fact also true of those with the master's plus 30 hours of study. At the assistant rank, men with doctorates earn an average of \$700 more than women. The woman full professor ranks fifth in salary among 13 full professors for the 1979-80 year.

The report says, "Many women at assistant and associate ranks lack the academic credentials necessary for promotion to higher ranks." Yet the report's figures show that eight of 23 do have the doctorate, which is the academic credential. The report also says that at the assistant professor level only one third of the women have the academic credentials for promotion. Five women compete with 17 men here. Yet there have been three new doctorates since this September 1979 list making eight women of 17 assistant professors or nearly half.

The most dismal account is of department chairmen where this year no woman serves and therefore none is on the curriculum committee. In the 1976-77 appointments, two women were named chairpersons, but they were not reappointed. Some departments have been and are chaired by assistant male professors although associates who are women are available.

The president's staff of nine administrators includes two women, one for development and one for admissions. Of 23 administrative directors, eight are female.

The 1980 report states that "The 1976 recommendation that emphasis should be placed on the hiring of women in administrative positions, the appointment of women to chairmanships of departments and committees and elevation of more women to full professorships remains as valid today as it did four years ago." To this we say that the top administration, which does the hiring, firing and promoting, could surely have prevented the faculty record from deteriorating even if they could not improve on the 1976 record.

This college is the recipient of at least \$3 million in federal funds, and Title IX has been the law of the land since 1972. Let's get with it, men.

This special winter term edition of the Pendulum has been prepared by: Robin Adams, Vicki Blankenship, Stacy Bragg, Don Fisher, Susie George, Joy Hamilton, Becky Kimbrell, Cindy King, and Mildred Lynch.

Photographers were John Hurd and Ed Spigle and Mary Ellen Priestley served as adviser.

The next issue is set for Feb. 7.

More faculty support needed to promote women, says Moncure

by Joy Hamilton

"Women are playing catch-up ball. Historically, women weren't going to college 20 years ago. Not nearly enough women came out of doctoral programs in the late '50's and early '60's," says Dr. James Moncure, vice-president of Elon College, with reference to the continued shortage of women in high positions at Elon.

"If the faculty will support women, more promotions will be reflected in actuality," says Dr. Moncure.

Last week's report on Title IX at Elon College shows that only 30 faculty members out of 84, or 36 percent, are female. At the same time, 45 percent of the students are women. At present there is only one woman full professor, constituting 8 percent or one of the 13 full professors.

Hargis fills Mianzo's post

By Don Fisher

Phyllis Hargis will begin the duties of coordinator of student activities next week. She is taking over the position held by Frank Mianzo since September. He will leave Elon at the end of the winter term.

Mrs. Hargis, a Burlington native, graduated from Elon College in 1976 in music. She is now working for a master's degree at UNC-G. Mrs. Hargis was hired in 1977 to direct parking and student insurance. In 1978, she became director of off-campus housing and in 1979 coordinator of all student housing.

In student activities, Mrs. Hargis will be responsible for Long Student Center and will act as adviser to the Student Union Board. In addition, she will direct college programs and advise fraternities and sororities.

"The toughest part of my job will be following and meeting the standards set by Frank, who has just done a super job," says Mrs. Hargis.

"I am looking forward to working with the students more closely."

PACE deadline

Applications are now being taken for the Professional Career Examination (PACE).

PACE is a step in securing entry-level employment in most federal administrative jobs. It covers more than 100 occupations in fields such as administration, personnel, social service, contracting procurement, and claims in-

vestigation. Three women with the doctorate are associate professors and could be eligible for promotion to full professor. Only 11 percent of all faculty are women who hold the doctorate compared to 51 percent of the men.

Six women now serve on the Board of Trustees of Elon College, but no chairpersons of departments are women. According to Dr. Moncure, "We have a responsibility under Title IX and general humanity. The fact that there is only one full professor who is female has been brought to the attention of the tenure and promotion committee." Only one of the seven members of that committee is a woman.

Dr. Moncure says that appointment to department chairman involves "administrative ability, good human relations, attitude and responsibility" as well as student ratings. "With a large department, the chairmanship is rotated," he said. As for employment, "If two applicants are equal, we go for the woman. If not, we go for the person. Our responsibility is to give the student

the best instructor possible."

At present there is no dean of women students nor of academics at Elon.

Dr. Moncure says, "We must rectify this imbalance—this is a knotty problem. The balance of men and women faculty won't balance out, but we'll be working in that direction."

Women's athletics is another matter. According to Melvin Shreves, athletic business manager and special information director, men's athletics receive 90 percent of scholarship aid when 81.5 percent of athletes are men. Shreves says, "The newest guidelines require that schools direct the percentage of scholarship aid to the percent of athletes, male or female." A full athletic scholarship is equal to \$3,242.50. Women now receive three basketball scholarships and two from all other sports. However, men receive seven and a half basketball scholarships, three in baseball, 25 in football and two in all other sports.

Women make up 18.5

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Letter from Burton

Betty Burton, who graduated from Elon in December 1979, is enrolled in further studies in English literature at the University of Exeter on a Phi Mu Sorority Foundation scholarship specifically designated for study abroad.

A letter postmarked January 1 and addressed to Dr. Mary Ellen Priestley tells of her experiences since her arrival. The letter follows:

Dear Dr. Priestley,
The trip so far has been delightful. I am on a residence hall that has about fifteen girls with single rooms. We share a kitchen, bath and shower. The first two days the weather was lovely and today it rained. The countryside is gorgeous and the people very friendly. The first day one of the English professors took me on a tour in his car—it was quite an experience riding on that side of the road! My lectures start

tomorrow, but I am quite free in that I may attend anything that I like.

I will be doing a lot of traveling while I'm here. Bath is Friday and London on Saturday.

I am a novelty in this hall because I am the only American. I get introduced as "Betty the American" and everyone is amazed at the words I come up with. I've become very conscious of how I talk. The whole experience is going to be interesting and fun. I've made a lot of friends and only today met some Americans. They are also studying English.

I saw Craig Harris in London when I arrived. Take care.

Betty

Friends may write to her, Betty Burton, Lafrowda, Cornwall House, St. German's Road, Exeter, Ex4 6TG, England.

responsible experience; 3. or an equivalent combination of education and experience.

To be scheduled for the exam, the student must file an application in the Placement Office, 104 Alamance, before filing deadline, Feb. 1. The exam will be administered on Thursday, March 6, 1 p.m. in Alamance 302.

Minimum requirements include: 1. a bachelor's degree (graduating seniors eligible for exam); 2. or three years of