

November 17, 1975

Equal Employment Commission
1800 G Street, N.W.
Washington, D. C. 20506

W

Gentlemen:

Please consider this letter a formal charge of discrimination in employment against the Department of Athletics at the University of Massachusetts in Amherst, Massachusetts. These charges are filed under Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972.

The charges are based on the following data:

1. female coaches are not given the same length of contract as male coaches - females are offered 9 month contracts and males are offered 12 month contracts,
2. female coaches are not given the same office space as male coaches,
3. female coaches are not paid salaries comparable to male coaches who coach the same sports - females are paid less,
4. females coaches must teach more academic courses than male coaches,
5. false recruiting and hiring practices - females are brought into position which are theoretically undefined and/or redefined to lessen female input into decision making.
6. females are not permitted to have the same professional experiences as males - females are not permitted attendance at professional conferences.

We request an immediate and full-scale compliance investigation of hiring and promotion policies for both coaches, staff, and administrators and salary inequities. Please notify us when the compliance review begins.

Sincerely yours,

Vivian M. Barfield
#33 Autumn Lane
(Hampshire Village)
Amherst, Massachusetts 01002

bcc: Womens Equity Action League

B. OLD BUSINESS

1. ATHLETIC COUNCIL, SPECIAL REPORT, SEN. DOC. NO. 75-020 and consideration of the "Response to the Special Report" distributed by the Committee on the Status of Women.

Professor Arthur Elkins announced that an effort to resolve the differences between the Athletic Council and the Committee on the Status of Women had been made. Channels of communication had been established and he urged the Senate to move on to other business.

Senator Margo Culley wished to share three impressions. First, that the Athletic Department used the Athletic Council to take the heat and thereby allowed itself to be uninvolved in the procedures of dealing with women. Her second impression was that women at the University involved with athletics felt that they were unable to publicly criticize the athletic establishment without putting their own positions or their teams in jeopardy. Third, it now appeared that the only remaining recourse left to women who are interested in improving the situation of women's athletics on the campus, was a law suit.

Professor Ula Motekat doubted that much good would come out of the meetings between the two committees. "We are firmly convinced," she said, "that the Athletic Council, the Athletic Department will move as slowly as possible and that it will move as little as possible." The committee was being asked to trust the Civil Rights Act would be fully complied with, however "we see absolutely no reason why we should trust them." Professor Motekat then voiced the hope that the Administration would help with the planning of future athletic programs.

There followed an exchange of specific information between David Bischoff and Ula Motekat, relating to specific programs and persons. Bischoff emphasized that it was his intention, as dean, to do everything possible to redress the imbalance that had been identified. However it was particularly difficult to do so now when the institution faced a critical fiscal situation. Finally, Bischoff stressed his willingness to meet with "either group at any time."

A long exchange involving the Chair, Bischoff, Senator Schwartz and others revealed that the Senate had the authority to request information and to talk about it, but that when an injustice existed, "the only people who can do anything about it are the administrators." A simple memo, Schwartz added, could "change an injustice overnight." On that hopeful note, the Senate moved to the next item.

C. NEW BUSINESS

1. COMMITTEE ON COMMITTEES, SPECIAL REPORT, SEN. DOC. NO. 75-034 AND MOTION NO. 61-75.

Senator John Roberts, Chairman of the Committee on Committees

MOVED: That the Faculty Senate ratify the appointments
61-75 listed in Senate Document No. 75-034.

The motion was seconded.