

*Wm  
McInerney  
Comm*

V. Barfield

May 25, 1976

F. McInerney, Head, Department of Athletics

Personnel Action - 18 month terminal reappointment

As stated in my memorandum to you of May 24, 1976, I am replying to your letter within the prescribed two (2) days in accordance with School of Physical Education Administrative Policies, P. 9, #4d. The procedures described in this document apply when there is a Department Personnel Committee. Therefore, in my judgment, I believe these regulations are invalid and do not apply to me since there is no personnel committee within the Department of Athletics.

Your summary statement is without substantiation and seems to be based on your personal conclusions, with no facts given.

The conflict which has occurred regarding the job description emanated from you, not from me. My perceptions of the job are still, more or less, congruent with those shared with me in 1974. Even though many of my questions to you about the job description remain unanswered, I have accepted the job description and have been attempting to divide the workload equitably between the Associate Director and the Assistant Director. So, there does not appear to be any conflict between your perception of my role and my perception of my role in the Department of Athletics since you have also agreed to the same job description.

My attitude has not been one of only serving female student athletes and female coaches. I have had to spend most of my time serving their needs in order to improve and initiate new programs for them. This, though, has been done in conjunction with my overall concern for the entire athletic program at the University of Massachusetts which certainly includes the male programs. Additionally, I have been denied the opportunity to work with male athletes for one reason or the other. This, however, does not reflect a bias on my part. Yes, I am concerned with female student athletes and female coaches. But I am equally concerned with male athletes and male coaches whether or not they coach a male or female team. Therefore, your concept of polarization does not exist.

Even though I appreciate your willingness to applaud my dedication to advocacy, your ensuing remarks about "...the wrong kind at the wrong time and in the wrong department..." make me wonder if I understand what you mean. To comment appears irrelevant since your meaning is not clear to me.

Therefore, I believe your recommendation that my 18 month reappointment be terminal is unjust, unfair, and unwarranted.

Vivian M. Barfield, Asst. Dir. of Athletics

/vmb

cc: D. C. Bischoff, Dean, School of Physical Education  
Jean Elshain, Committee on Status of Women