

News & Views



Faculty and Staff Newsletter of the University of Oregon

July 2, 1996

Discrimination complaints drop 39 percent

The total number of discrimination grievances filed with the university's Office of Affirmative Action & Equal Opportunity (OAA&EO) in 1995 dropped to 23 from the 1994 total of 38, a 39 percent decline.

Six formal grievances were filed last year, compared with 14 in 1994. For informal grievances, 17 were filed in 1995, in contrast with 24 the previous year.

This annual tally summarizing the number and type of discrimination complaints filed with OAA&EO is contained in a statistical report compiled by human rights investigator Mark Zurich. In addition, as required by UO rules, the report summarizes the total number of sexual harassment grievances filed with OAA&EO and how they were resolved.

Zurich points out that only students who have complaints against UO employees can file formal discrimination grievances directly with OAA&EO. Faculty and staff have separate grievance procedures outlined in UO administrative rules and in applicable collective bargaining agreements.

All members of the university community have access to the informal procedures of the office.

"There is reason to be encouraged by the decrease in the amount of discrimination grievances filed," says OAA&EO Director Ken Lehrman. He believes that much of the decrease can be attributed to the seriousness with which the university has dealt with discrimination and sexual harassment issues and grievances.

"The message has been sent that the university takes these complaints very seriously," says Lehrman. In addition, he praises the comprehensive training offered by Cris Cullinan of Human Resources as being instrumental in spreading the word about the university's commitment to diversity and intolerance of discrimination.

Zunich also points out that 1994 saw the largest number of grievances filed with OAA&EO within the recent past. The total numbers for 1995 are similar to the totals in the years preceding 1994.

The total number and types of formal grievances received during 1995 were disability discrimination, 2; sexual harassment, 2; gender discrimination, 2; racial discrimination, 1; and discrimination based on sexual orientation, 1.

Informal grievances included sexual harassment, 10; racial discrimination, 2; gender discrimination, 2; sexual orientation discrimination, 2; national origin discrimination, 1; and retaliation, 1.

Zunich explains that the number of claims does not correspond to the totals reported above because some grievances involve allegations of more than one type of discrimination.

The number of reported discrimination claims has decreased in almost all categories, according to the report. The lone exception is an increase in claims of discrimination based on sexual orientation.

While the number of reported sexual orientation discrimination claims is relatively small, Lehrman says the university is confident that the efforts of students and administrators, particularly the Office of Student Life's Stephanie Carnahan, will continue to promote a safe and tolerant atmosphere on campus for gay, lesbian and bisexual individuals.

Although recent events on campus and at Oregon State have focused attention on issues of racial discrimination and harassment, this has not translated to an increase in the number of racial discrimination claims filed with the OAA&EO, which the report shows have held steady. Lehrman emphasizes that his office and the administration have been and will continue to be responsive to claims of racial discrimination and harassment.

The largest statistical drop in discrimination complaints involve those alleging disability discrimination.

"Part of this drop may be due to increased awareness on the part of faculty and administration of issues surrounding disabled students and employees and the need for providing reasonable accommodations for disabilities," says Janet Wentworth, university ombud officer and member

of the Disabilities Issues Advisory Council (DIAC). Wentworth also credits the decrease in grievances to initiatives taken by the DIAC and to the efforts of Hillary Gerdes, counselor for students with disabilities, at removing access barriers and making students and faculty more aware of adaptive technology available at the university.

The sexual harassment grievance numbers are also significantly lower than in 1994. Lehrman believes that UO training efforts and continuing publicity about the issue have helped educate and sensitize people to avoid sexually harassing behaviors.

Zunich says the drop in 1995 reports of sexual harassment is consistent with reports from other universities around the country. In addition, the decrease in reports of sexual harassment parallels an even sharper decrease in sexual harassment incidents reported to the Sexual Harassment Resource Network (SHRN) on campus.

"Based on some national trends and the decrease in SHRN reports received by our office, we feel confident that the lower numbers are a positive result of the training and knowledge people are getting surrounding this issue," says Lehrman.

A summary of the sexual harassment grievances indicates that two formal investigations resulted in one finding of sexual harassment resulting in sanctions and one claim in which sexual harassment was not found.

Results of the informal sexual harassment grievances filed with the OAA&EO include two claims resolved informally to the satisfaction of the grievant, two claims with sanctions imposed at the department level, two claims resolved by mediation, two claims with no action requested, one claim with sexual harassment training for the unit, and one claim with the respondent counseled concerning behavior.

Lehrman encourages all members of the university community to contact the OAA&EO with any concerns or questions about discrimination issues or the grievance process.

Copies of the yearly grievance report are available in regular and large print at the Office of Affirmative Action & Equal Opportunity, Room 474, Oregon Hall or call 6-3123 (TDD 6-0852).

Little impact seen from M8 ruling

President Dave Frohnmayer called the Oregon Supreme Court's June 21 ruling invalidating Measure 8 "terrific news," and most UO employees heaved a collective sigh of relief.

Helen Stoop, Human Resources, points out that the practical impact on UO faculty and staff will be minimal because the university has continued to pay 6 percent of employees' salaries

into their pension funds while the case was in the courts.

"The state is still deciding whether to appeal the Oregon court's decision to the U.S. Supreme Court," she says. "Meanwhile, PERS is preparing to distribute information about the decision to all members, so look for that notification."

Hall of Famer retires with record of homers

Ask Lois Youngen about herself, and she'll probably give you the rundown on the physical education and recreation programs and activities offered at the university.

The director of Physical Activity and Recreation Services has been a fixture around Esslinger Hall for so long that one might say they are inseparable. After 36 years at UO, Youngen retired June 30. But, those who can't picture the campus without her don't have to say good-bye just yet. As a professor emerita, Youngen will spend 600 hours working with the new director, Karla Rice.

Youngen, 62, hardly personifies someone who is ready for retirement. She takes pride in staying in top physical condition. She plans to continue her favorite sport, tennis, and improve her golf game.

Youngen also looks forward to pursuing activities that she didn't have time for before. "I'm interested in everything," she declares. That includes painting, collecting antiques and studying outer space and astronomy.

Youngen began her career in the fall of 1960 as a women's physical education instructor. When the federally mandated Title IX took effect in the 1970s, Youngen worked with men's activities program director, Mike Reuter, to develop a coeducational activity program.

In 1991, state budget cuts resulted in the elimination of the College of Human Development and Performance. PARS was created in its place, and Youngen became its director.

Of her career, Youngen proudly declares, "In 31 years, I never had a bad term of teaching. I never got real sick, or lost my enthusiasm."

The daughter of athletic parents, she joined the All-American Girls Professional Baseball League in 1951. Her three years as a catcher and outfielder for the Fort Wayne Daisies and the South Bend Blue Sox earned her a place in the Baseball Hall of Fame in Cooperstown, N. Y.

"I believe in working and playing hard," she says. If you are going to do something, do your

best."

-BARBARA J. GUARDINO, COMMUNICATIONS INTERN

OPEU-OSSHE contract ratified, copies due

Copies of the new collective bargaining agreement, ratified in June by Oregon Public Employees Union members and by the Oregon State System of Higher Education, are expected to be ready for distribution by August, says Eric Buckles, Human Resources.

He says the university will send copies to deans, directors, department heads and management service. OPEU will make copies available to its membership.

The new pact, which took effect July 1, provides for some salary step adjustments and for reopening negotiations on salary, differentials and insurance in December 1996. A classified staff early retirement incentive plan also will be offered by June 30, 1997.

Board approves business expansion, other far-reaching, fundamental changes

Saying that higher education must make a meaningful difference to all Oregonians, the State Board of Higher Education on June 21 adopted a set of strategies to fundamentally redesign Oregon public higher education.

Among the major reforms was expansion of the UO master of business administration degree program, which would be offered statewide via computer and video. OSU's graduate business programs would be refocused on science and technology management, while PSU's would concentrate on international business.

"The chancellor and the board realize that some of these changes will be controversial," said board president Les Swanson Jr. "But Oregon higher education is at a critical time, and changes that are fundamental in nature must be made in order to provide for the future."

The board approved the following four strategic objectives, agreeing that Oregon public higher education must:

Provide high-quality, internationally competitive higher education to Oregonians.

Assure access to lifelong higher education opportunities statewide.

Support Oregon's emerging position as a social and economic leader.

Ensure efficient and adaptive system and campus operations.

Among the immediate changes are creating a virtual university project, which will expand technology capabilities system-wide in order to break down barriers and eliminate geographic boundaries to educational services.

OSSHE will consolidate and expand engineering and research programs under OSU's leadership. The system also plans to open a graduate education center and to create and fund a professional development, lifelong learning center, both in Portland, to serve all of Oregon.

OSSHE will develop accelerated three- and four-year baccalaureate degree programs throughout the system, building on pilot projects currently underway at Southern Oregon and OIT.

In addition, OSSHE will produce a regular "Report Card to the Public" that will detail the system's ongoing self-evaluation process.

"Our constituents have told us that they want public higher education to be accountable," said Chancellor Joseph Cox. "They have set our compass points, and now it is up to us to let our course be guided by those."

The board and institution presidents also committed to a set of strategies to fundamentally change the ways OSSHE does business.

For a copy of OSSHE's Strategic Plan, call 5-5700.

Bulletin Board

ADA self evaluation distributed

Human Resources recently distributed the final version of the university's self evaluation as required under the Americans with Disabilities Act (ADA) to deans, directors, department heads and management service. The Disabilities Issues Administrative Council consulted with departments in preparing the action statements and deadlines, and earlier versions were distributed for review and comment. At this point, Director Linda King says there is no need to respond regarding the completion of activities outlined in the self evaluation. For questions, call King, 6-2966, or Chris Brown, 6-2964.

Construction projects disrupt traffic

UO employees and visitors are reminded that campus-area construction this summer and fall will disrupt the normal flow of traffic and limit parking availability. Bicyclists may continue to travel the bike path under the railroad tracks near the Greenhouse, but they should expect delays while the Riverfront Parkway extension project continues through the end of the year. University Street by McArthur Court is closed through mid-August for replacement of the Mac Court roof. Travel on East 11th Avenue near the Law Center will be restricted periodically through early September for a city roadway rehabilitation project. Motorists are advised to avoid travel in these areas if possible. Watch for e-mail updates on construction impacting campus-area travel. For the latest information, check with Public Safety, 6-5444, or call the city's 24-hour traffic relief hotline, 984-8484.

Campus filming for "Pre" to begin

Warner Brothers production crews are already hard at work in Eugene, preparing for "Pre," a movie about UO track legend Steve Prefontaine. Filming is set to begin July 31 and continue up to six weeks, primarily at Hayward Field but also including a few general campus and Eugene-area scenes. For information, call Matt Dyste, 6-6037.

Did you remember to change?

If your cellular phone has suddenly stopped ringing, it may be that you forgot to reprogram it to use the new 541 area code before the eight-month permissive dialing period ended June 30. Now, you have no choice; you **MUST** use the new area code to place or receive calls on all types of telephone equipment, including fax machines, modems and pagers. Only residents of Portland, Salem and other northwest areas of the state may continue to use the 503 area code. For information, call Telecommunications, 6-3198.

Our People

In the spotlight

Beth Swank, Career Center, was elected president of the Oregon Career Development Association.

Sherri Willard Argyres, Student Academic Progress, was accepted for the National Association of Student Personnel Administrators' 1996 Dorothy Keller Academy at Stanford University in June.

Kathie Stanley, Student Academic Affairs, chairs the 1996-97 Management Service Advisory Council, succeeding **Linda Kizer-Paquette**, Registrar. Newly elected is **Ceci Lafayette**, Early

Childhood CARES Program, and **Greta Pressman**, Facilities Maintenance and Service. Filling a position vacated by **Toby Deemer**, Graduate School, who has left management service, is **Nancy Fish**, Public Affairs and Development. **Robert Petit**, Student Health Center, and Kizer-Paquette continue on MSAC.

The Eugene law firm of Harrang, Long, Gary, Rudnick has pledged \$100,000 to the new law school building in honor of their founding partner **James P. Harrang**, a UO alumnus. The funds will help pay for the James P. Harrang Student Center, according to Law Dean **Charles O'Kelley**.

On the move

DJ Morales, associate director for residential life at California State University, Monterey Bay, became director of residence life for University Housing on July 1. She succeeds **Dick Romm**, who is retiring.

Fourteen retiring UO employees were honored June 4. They were **Winifred L. Carlton**, Human Resources; **Russell J. Donnelly**, Physics; **Jo-Anne Flanders** and **Howard A. Lindstrom**, Knight Library; **Sue Hamilton**, Psychology; **James R. Lemert**, Journalism and Communication; **Donald E. Lytle**, Lundquist Business; **Catherine Method**, Mathematics; **George M. Platt**, Law; **Guntis Plesums**, Architecture; **Dale Richmond** and **Richard B. Romm**, University Housing; **Albert V. Thelen**, Facilities Maintenance and Service; and **Lois J. Youngen**, Physical Activity and Recreation Services. In addition to Platt and Youngen, other faculty also awarded emeritus status upon their retirements are **Wesley C. Becker**, Education; **Joseph Hynes**, English; and **Benton Johnson**, Sociology and Religious Studies.

In print

Julia Neufeld, Music, will release a new CD, "What Is This," through independent distribution in August. Among the traditional, contemporary, urban, soulful and African-American gospel music is one of her original compositions, "O But To Touch the Nail Scarred Hand."

Richard Bear, Admissions, has published new Web editions of Lady Mary Wroth's 1628 sonnet sequence, *Pamphilia to Amphilanthus* at <http://darkwing.uoregon.edu/~rbear/mary.html>, of *Selected Prose and Poetry of Lady Mary Wortley Montagu* at <http://darkwing.uoregon.edu/~rbear/montagu.html>, of Edmund Spenser's *The Shepheardes Calender* at <http://darkwing.uoregon.edu/~rbear/shepheard.html> and of Sir Philip Sidney's pageant, *The Lady of May*, at <http://darkwing.uoregon.edu/~rbear/may.html>.

Coyote Press recently published the 8th edition of California Radiocarbon Dates by **Jon Erlandson**, Anthropology, with Gary Breschini and Trudy Harversat. Included is "An Annotated

Bibliography for Radiocarbon Analyses" by Erlandson.

Sidner Larson, English, wrote the introduction to Indian Why Stories: Sparks from War Eagle's Lodge-Fire and Indian Old-Man Stories: More Sparks from War Eagle's Lodge-Fire, both books written by Frank B. Linderman.

Anne Laskaya, English, is the co-editor of Chaucer's Approach to Gender in the Canterbury Tales, published by Cambridge: D. S. Brewer in 1995.

On the podium

Four UO people-**Martin Acker**, Counseling Psychology emeritus; **Anne Dhu McLucas** and **Robert Kyr**, Music; and **Laura Aaron Sear**, Museum of Art-will teach classes or lead special events offered this summer by the Older Adult Service and Information System (OASIS).

In April, **Jon Erlandson**, Anthropology, presented "An Archaeology for the Pacific Rim" at the Society for California Archaeology annual meetings.

In memoriam

George N. Belknap, University Editor for four decades and faculty secretary for 24 years until his 1972 retirement, died May 31 at age 90. No services are planned. Memorial contributions may be made to the UO Library.

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