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THE FURMAN MAGAZINE

Spring 1974

Furman Women





This issue of The Furman Magazine is dedicated to all Furman women and to the men who are interested or involved. We invite your letters and comments.

Spring 1974/Vol. 21 No. 1

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COVERS

Judy Clarke of Asheville, N. C., is outgoing president of Furman's Student Government Association (front cover). Mary Reid of Greenville is a rising junior (back cover). Photographs by Alan Whitman

The views expressed in this magazine are those of the individual writers and do not necessarily reflect University attitudes or policies.

Clickology

By Connie Ralston

It's more fun, folks, when you can hear the clicks fading. Or: One alumna's view of the prospects and present condition of women.

Clicks are for kids. And adults. We hear them daily in stultifying stereotypic sound. What manner of noise is a click? It is the pre-match drivel of a Bobby Riggs. It is the resounding negative flatly delivered in answer to a girl child's request to enter that bastion of maleness, yes, the sacrosanct Little League. It is the blathering commercial directed to the housewife whose life, it is promised, will be unquestionably fulfilled if her wash spins out brighter than bright, whiter than white.

A click is that cognitive dissonance which alerts us to the fact that we've been zapped, not on the basis of merit or expertise or the lack thereof, but simply on the basis of anatomy and its subsequent insidious role-typing. A click is the intimate rite of passage into the ever-increasing numbers of sisterhood.

If the women's movement derives its momentum more from one factor than others, this impetus is most probably the fundamental urge to resolve the multitude of dissonances to which we are relentlessly subjected. However nebulous the visible structure and organization of the movement, its intentionality is quite clear: to refute and ultimately obliterate the notion that anatomy determines or even necessarily suggests destiny. Exposing the clickocrats (those who sanction, perpetrate, or otherwise lend credence to sex discrimination) is in large part the proper concern and work of this movement, indeed a formidable task in view of the fact that many clickocrats are themselves women. But locating and

exposing sources and conveyances of sex discrimination yield meager dividends in terms of the actual elimination of discriminatory practices. We must stampede unhesitatingly the practical paths of change, that is, by going to Wall Street, Madison Avenue and Washington, by bringing pressure to bear on the people who have the cures. In the inimitable, funkless style of Flo Kennedy, a creative troublemaker and ardent feminist, we are pointedly reminded that women do indeed wield such power:

Women have at least three kinds of power: Dollar Power, to boycott with; Vote Power, to take over structures with, and maybe even get somebody elected; and Body Power, to get out and support our friends and make a damned nuisance of ourselves with everybody else.

Loserism is when oppressed people sit around and think up reasons why they can't do something. Well, just *do* it. Thinking up reasons why you can't is the Establishment's job.

But if, in our probing for viable methods of change, we are sometimes reduced to bathos (bra-burning, for example), charge it up to tactical error and not to any qualities intrinsic to the sex.

Quashing this bogus brand of "if . . . then" logic—the stuff of which clickocrat mentality is made—that would have our capabilities and behavior, ergo roles, irrevocably defined by sex is clearly requisite in our efforts at vaporizing completely the menace of clickism. No necessary, nor even always desirable, connections exist between the feminine gender and all its pro-

hibitive, culturally-induced role classifications. To insist that women are better suited for dishwashing and secretarial work because they are women is rather like telling a man he would be a good electrician because he has a mole on his left earlobe. The illogic of clickism is that blatant. Only when we have eliminated this kind of nonsensicalness will we be free of role-stereotyping. To this end Women's Liberation is committed. Collectively and individually, those who identify with the objectives of Women's Liberation (including countless men) exude a vitality of purpose sustained by a crescendo of determination. Clickocrats will not long survive in the wake of such resolve.

Amidst the waning hoopla over the movement we will hear predictably fewer clicks and more bats cracking as the girls pound in Little League home runs. And that is no idle, powderpuff promise.

After graduating from Furman in 1970, Connie Ralston did graduate work in philosophy at Baylor University. In 1972-73 she traveled four months in Europe. She is now affiliated with Mutual of Omaha Insurance Company in Greenville.

Furman

a history

Three years after Furman University moved to Greenville in 1851, a committee urged the South Carolina Baptist Convention to establish a similar college for women: "all now realize that the education of females exerts a wider influence upon society than the education of males." Acting upon this recommendation, the Convention established the Greenville Baptist Female College in 1856 on property that was previously the Greenville Female Academy.

Despite its recognition of the need for a woman's college, the Convention was not to become truly committed to equal education for men and women for many years. At first it put the governance of the College into the hands of the Furman Board of Trustees whose main interest was the welfare of Furman. Later it leased the school to individuals who ran it as an independent enterprise. Various other arrangements of operation were equally non-committal. According to Mrs. N. H. Alford in "The Story of 'Our Mother,'" published in 1925, the College's "actual relation to the State Baptist Convention was anomalous, and its position as a project and object of support of the Convention was insecure and perilous."

During this period, representatives of the College appeared before the Convention time and time again asking for badly needed equipment, buildings, and endowment. Requests were seldom granted. For instance, as a result of appeals by Dr. E. C. James, president of the Female College from 1901 to 1910, the Convention authorized a campaign

to raise \$200,000 for both Furman and the Female College; but when only \$98,000 was raised, all of the money was given to Furman.

Finally, after the Convention created a separate board of trustees for the College in 1908 and Dr. David Ramsay became president in 1911, the College began to thrive. But even then the men who ran the College were not particularly sensitive to matters relating to women's rights.

For years apparently the women despised the name "Female College" and wanted it changed to "Mary Judson College." Many times a deputation from the Alumnae Association appeared before the trustees to ask that a request for such a change be made to the Convention, but year after year the trustees rejected the request, saying that the time was not yet right. Finally in 1914, after a young woman spoke at the Convention of the severe hindrance encountered by women trying to enter northern colleges and universities when they confessed the old-fashioned name of their alma mater, the Convention agreed to change the name to "Greenville Woman's College," rejecting "Mary Judson College" as possibly too radical a change.

In 1933 the Furman trustees again took over the operation of the Woman's College, and in 1938 the Woman's College and Furman were legally merged, thus theoretically giving men and women equal opportunities for education at Furman.

During the entire history of the Woman's College—when it was a part of Furman and when it was

Women

separate—men have always exercised the chief authority. The overwhelming majority of trustees have always been men, although several members of the Alumnae Association served on the board of Female College. In 1939 the first woman was elected to the Furman Board of Trustees, but no more than three women have ever served at one time. The highest administrative position achieved by women in the past 118 years has been, successively, principal, dean of the Woman's College, dean of women, and assistant vice president for student affairs. Although women like Mary C. Judson, Virginia Thomas and Marguerite Chiles have had tremendous influence at Furman, no woman has ever served in the top positions of president, provost, vice president, dean of the University, or dean of students.

After the merger in 1938, the major financial transactions of the Woman's College were handled in the Business Office on the Men's Campus. Chairmen of all academic departments were men who mostly taught on the Men's Campus. When both campuses were consolidated on the new campus in the early 1960's and all of the offices and departments were completely merged, men naturally took over the top positions in every area.

Today many women are associated with Furman. About half of the approximately 15,000 living alumni and 2,000 current students are women. Only 22 of the 158 full-time and part-time members of the 1973-74 faculty are women; only 18 of the 129 full-time teaching

faculty members are women.

Approximately 180 women work at Furman in non-teaching positions. Three of the 19 administrative officers and 15 of the 47 members of the administrative staff are women. Six of the eight librarians are women. One hundred and eight women work in secretarial, clerical and bookkeeping jobs; 11 are on the housekeeping staff, and 36 work in the dining hall and the campus snack shop.

Three of Furman's 25 trustees are women, two women serve on the 53-member Advisory Council, and seven women are on Furman's 24-member Alumni Board of Directors.

On the new campus women students have identical opportunities for education as men, and women's dormitories are considered nicer than men's, but women must abide by more regulations than men have. The last two presidents of the student body were women.

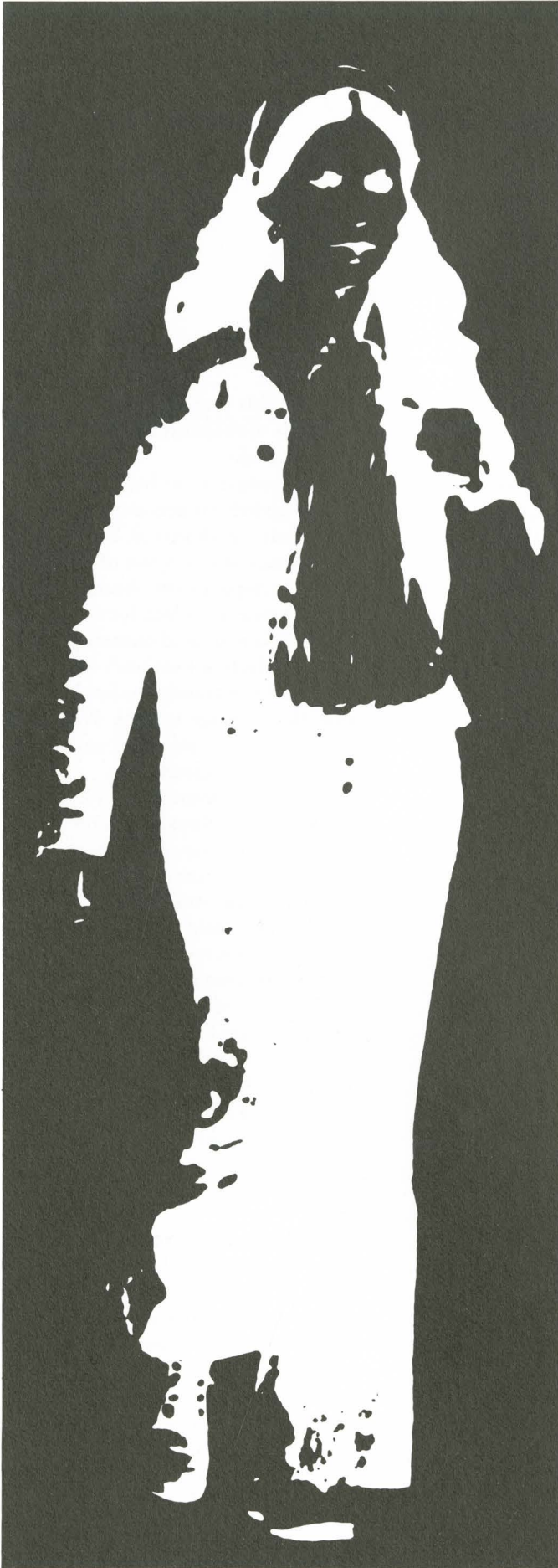
In graduate education and career opportunities, women seem to have come into their own. Graduate and professional schools need women to fill their quotas. Almost every career field is open to women. Recent female graduates of Furman are studying such subjects as urban studies, wildlife management, and computer science. Other women graduates hold such positions as economics research analyst, bank branch manager, and pollution control researcher. Last year a major utility company employed a woman graduate, who had majored in mathematics, as an engineer trainee at a starting salary of

\$11,100; this year the same company has made a similar offer to another senior woman.

Some progress has been made toward giving women more administrative authority at Furman. One woman is chairman of an academic department. Another is assistant vice president for student affairs. Women head several programs, including Furman's Summer Session and graduate studies in education, foreign studies, Watkins Student Center and allied activities, and communications.

Because of recent federal legislation and regulations forbidding discrimination of any sort against women in educational institutions, Furman administrators have been studying the status of women at Furman for more than a year and have taken some steps to eliminate possible discriminatory practices. Two years ago Furman President Gordon W. Blackwell appointed a Status of Women Committee, headed by Dr. Hazel Harris, to study the subject and make recommendations for improvements. (See the article by Dr. Harris on page 4 in this issue.)

Dr. Blackwell, a former president of the Woman's College of the University of North Carolina at Greensboro and a longtime advocate of women's rights, wishes Furman could have moved faster in achieving sexual equality. "I think Furman, having had a coordinate college with which it is now completely merged, is in a better position in respect to women's rights than some colleges," he said. "But the present moves are long overdue." □



The Status of Women at Furman

Furman University, like most other colleges and universities, has been drastically affected by federal legislation passed in 1971-72 prohibiting discrimination in educational institutions because of sex. The 92nd Congress extended the Civil Rights Act of 1964 to forbid sex discrimination in all educational institutions and revised three other acts to guarantee equal treatment of all students and employees of educational institutions. The legislation covered almost every area of possible discrimination, including pay and fringe benefits in the case of employees and admissions policies in the case of students.

Also Furman, like other institutions with federal contracts, is affected by recent Executive Orders. (The Executive Order is a series of rules and regulations which contractors agree to follow when they accept a federal contract.) As an institution with federal contracts totaling more than \$50,000 (student aid funds, research grants, building loans, ROTC), Furman must have a written plan of affirmative action to correct and prevent discrimination.

Minimum requirements for an affirmative action plan are:

- 1— to develop a data base on all job classifications;
- 2— to have a policy statement which forbids discrimination;
- 3— to appoint an individual to be in charge of the program;
- 4— to examine recruiting, hiring, promotion policies, salaries and all other conditions of employment;
- 5— to identify areas of under-utilization and develop specific plans to overcome shortcomings;
- 6— to develop numerical goals and time tables.

At first, the legislation was received quietly by the academic community. Now, however, academic administrators are struggling to understand and comply with the mass of laws and orders, as women at every level of education are beginning to use the courts, Equal Employment Opportunity Commission, the Department of Labor and the Office for Civil Rights to gain equal treatment in their institutions.

By Hazel W. Harris

Furman has been drastically affected by federal legislation prohibiting discrimination because of sex.

Some universities have already been reprimanded regarding their treatment of women. The University of Montana has given \$88,000 in back pay and salary increases to 39 faculty women to raise their salary level to that of male faculty members with equal qualifications and experience. The University of Michigan has given approximately 100 women salary increases totaling \$94,295, following a review of salary inequities between men and women in both academic and non-academic positions. Seeking \$1,000,000 in back pay, damages and fees, nine women at the University of Florida have filed suit charging that the university system's board of regents and the state board of education have allowed discrimination against women in hiring, pay and promotions.

Members of Furman's administrative staff began attending meetings designed to interpret the new legislation almost two years ago, and they are now in the process of developing an affirmative action plan. President Gordon Blackwell recently appointed the Non-discrimination and Affirmative Action Committee, composed of faculty members, administrators and a student, to monitor the steps which will be taken to bring Furman's personnel practices into line with federal guidelines. Vice President and Provost Francis W. Bonner is acting as the affirmative action officer. Salary and support funds for a director of personnel have been included in the 1974-75 budget.

Even without a formal written plan of action, Furman has taken some steps to determine whether women are indeed discriminated against and to correct discrimination where it is found to exist. Two years ago President Blackwell appointed a Status of Women Committee, composed of one male and four female faculty members, to study the status of women at Furman. (Committee membership has since been increased to include another man and two students.) The committee's task is to determine if there are institutional policies and practices which discriminate against women faculty, students, administrators, non-academic staff, and trustees and to make suggestions based on these findings which might be incorporated in an affirmative action policy. Using guidelines from the American Association of University Women, the committee designed separate questionnaires for students,



Federal legislation influenced hiring, pay, promotion, and tenure practices at Furman last year.

faculty and staff to find out their attitudes, beliefs and feelings about sex equality at Furman. The committee also collected information about administrative practices and sex equality through interviews and questionnaires.

According to Dr. Stuart Patterson, academic dean of the University, federal legislation influenced hiring, pay, promotion, and tenure practices at Furman last year. He said he found salary discrepancies between men and women in the 1972-73 instructional budget and, as a result, female faculty members as a whole received larger salary increases in 1973-74 than male faculty members.

"Although department chairmen were probably more alert to good women prospects last year because we had informed them of the legislation," said Dr. Patterson, "no pressure was put on any department to recommend a woman rather than a man." However, he said, a larger percentage of women than usual were hired for the 1973-74 academic year. Dr. Patterson and department chairmen interviewed 39 people, 11 women and 28 men, for 16 positions. They hired six women and ten men. Twenty-eight percent of the people interviewed were women; 38 percent of those hired were women.

According to rank, those hired were: one associate professor, a woman; 11 assistant professors, three women and eight men; and four instructors, two women and two men. A comparison of the starting salaries of the new faculty members shows some discrepancy in favor of male faculty members, but, considering the fact that seven men compared with three women had Ph.D.'s, the salary difference was slight.

In spite of gains in percentage representation for women at every rank in 1973-74 because of hiring and promotions, the percentage of women in every rank at Furman is below the national average. Of the 129 full-time members of the teaching faculty, 111 are men and 18 are women. Twenty-seven men and two women hold the rank of professor; 30 men and three women are associate professors; 44 men and seven women are assistant professors; and ten men and six women are instructors. Ninety of the 111 male members of the full-time teaching faculty have an earned doctorate, while eight of the 18 women hold the degree. Twenty-one men and ten women hold the master's degree.

Of the 22 departments represented in the univer-

sity, eight have women who are employed full-time. The education, health and physical education, modern foreign language, and music departments have three women each. English and psychology have two women each, and chemistry and economics and business administration have one woman each. Five female librarians hold faculty appointments.

Because of the differing status and qualifications of individuals when they joined the Furman faculty, it is difficult to compare men and women as a group in regard to promotion and tenure. Of the 111 male full-time faculty members in 1973-74, 59 are tenured, while six of the 18 female full-time faculty members have tenure. Since the distribution of women is more heavily concentrated in the junior ranks of instructor and assistant professor, they have less access as a group to tenure positions than men.

From 1965 to the present, base salary history of assistant professors shows an average difference of approximately \$880 between men and women full-time teaching faculty. Recent action by the administration, however, has cut the difference to approximately \$400. The present salary difference could be partially explained by the greater seniority among male assistant professors.

When faculty salaries for men and women in all ranks are compared, the salary difference is thrown off by the fact that of the 29 faculty members holding the rank of professor, only two are women. Base salary history for 1973-1974 for full-time teaching faculty in all ranks shows a difference of approximately \$2,300 between the salaries of men and women.

Mr. John Coiner, assistant business manager, reports that the salaries (wage rates) of full and part-time employees in non-academic areas are competitive with local industry. As its source of comparison, Furman uses the Department of Labor Annual Area Wage Survey and the annual survey made by the Greenville Chapter of the Administrative Management Society.

"The University is keenly aware of the need to improve the upward mobility of women in non-academic positions," says Mr. Coiner. In 1973 the University promoted six women to mid-management positions. These women now have full manager status, are salaried and receive increased benefits. Two other women were

Dr. Hazel W. Harris is director of Summer Session and coordinator of graduate studies in education at Furman.



promoted from managers to officers, and one woman was newly employed as an officer.

The University has also changed its attitude toward other jobs previously filled only by males. Females are now allowed to fill the position of janitor, a higher paying position than a maid's job. In fact, women janitors now work in the men's dormitories. The University still employs maids but they have a different job description from janitors.

The fringe benefit program for wage-rate employees, according to Mr. Coiner, is very competitive with programs in the majority of Greenville companies. Furman's fringe benefit program is not structured according to professional and non-professional. Rather, the University classifies its employees into two broad categories: salaried employees and wage-rate employees. Salaried employees are paid monthly and, because of their position and pay, are exempted from the regulatory provisions as to minimum pay and record keeping. Faculty members and members of the administrative staff are included in this category. All other employees are paid an hourly rate, and wage management is administered in accordance with the Fair Labor Standards Act.

As to specific benefits, some benefits are the same for both salaried and wage-rate employees. For example, the life insurance and major medical and hospitalization benefits are identical.

Wage-rate employees may also take advantage of the tuition discount for their dependents. Salaried employees are eligible for this discount as soon as they are employed, and Furman absorbs all of the cost of tuition. Wage-rate employees receive 50 percent tuition discount after three years and 100 percent discount after six years of employment.

The University has no rigid policy on maternity leave for women staff members. Arrangements for leave both before and after childbirth are made by mutual agreement between the employee and her supervisor, based on the desire of the employee and the recommendation of her physician. A woman may work as long as she wishes and use all earned sick and vacation leave before the beginning of unpaid leave status.

The employment of women at Furman is not restricted by anti-nepotism regulations. There are two

husband and wife teams on the teaching faculty, and a number of faculty wives are employed in other on-campus positions.

Child care services will be available on the Furman campus for the first time during the 1974 Summer Session. The facility will furnish child care at a nominal fee for children of faculty, staff and students. A permanent child development center has been proposed for 1974-75.

Women students nationwide have been outspoken on the subject of discrimination. Several sources indicate that women students are most vocal over dormitory hours for women and self-regulated hours for men, maid service for men's dormitories only, competitive sports for "men only," and the barring of women from all-male social clubs. A survey conducted by the Status of Women Committee in 1973 showed that women students at Furman also named social regulations and sign-out requirements as the two areas where there was the greatest disparity in the treatment of men and women students. Progress is being made at Furman in these areas: junior and senior women have neither sign-out requirements nor hours.

In the past few years, Furman administrators have made a definite attempt to identify and correct policies and practices which discriminate against women. Although their efforts have been informal and somewhat random, Furman is moving in the direction of a carefully studied and planned affirmative action program. □

Speaking Out

In the collective body of women now associated with Furman there are many capable, intelligent, perceptive people. Some of them feel very strongly about women's rights and other issues affecting women; others are not particularly concerned. Yet most of them have given the subject some thought.

Does discrimination against women exist today at Furman? Did it exist in the past? Have you personally felt discriminated against because you were a woman at Furman or anywhere else? These were questions we asked thirteen Furman women—three students, four faculty members, two administrators, a secretary and one member each of the Board of Trustees, Advisory Council and Alumni Board of Directors. Their answers and other comments concerning their personal experiences and their attitudes toward women's rights are printed on the following pages.

"Since I have been at Furman, I have seen a definite change in the attitude toward women...."

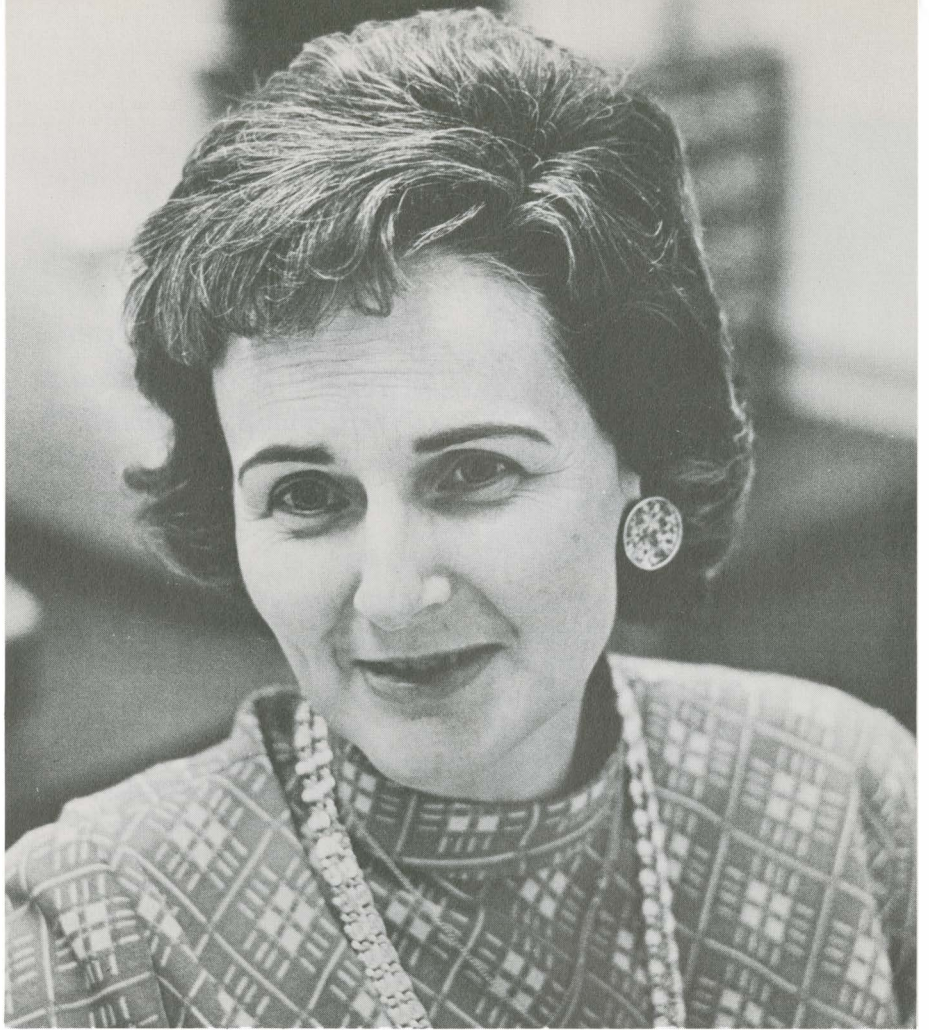
Peggy Park *Secretary*

Ever since I was very small, the only thing I have ever wanted to be was a secretary. I have never had any other ambition. I never wanted to do anything in the administrative line because I was always happy being a secretary—the best one I could be. For this reason, I suppose, I have never felt any competition with men; I just wouldn't want any man's job.

I have worked since I was 14, when I went to work in a grocery store. I began working full-time immediately after graduating from high school and have worked ever since, except for ten months when my daughter was born and three months when my son was born. Managing a family, a home and a job has never been a problem. I am happier working. I was miserable the ten months I stayed home; I began going into a shell. I need to be around people and to feel that I am accomplishing something besides just washing dishes every day.

Working for Dr. Bonner is a pleasure. He couldn't be nicer. I do all of his correspondence and set up his appointments. I handle a lot of little things that he doesn't need to get involved with. I just do whatever needs to be done—whether it's washing dishes for the trustee meeting or whatever. It doesn't have to be behind the typewriter.

Since I have been at Furman, I have seen a definite change in the attitude toward women—especially women on the faculty. Some women were always passed over when it came to promotions. Several years



ago the average woman on the faculty kept the same rank as long as she stayed at Furman.

Of course, all that is changing now. A few years ago women applying for jobs were not given any special consideration. In fact, if a man and a woman with equal qualifications had applied for the same job, the man would have probably been selected because he was the breadwinner of the family and because people felt that he would be more permanent. If the same thing were to happen today, I think the woman would probably be given preference.

One thing that has bothered me a long time is the difference between the fringe benefits for the professional people and those for the "non-professional" staff. (When I say non-professional, I am thinking mostly about women since they make up the clerical staff.) There has been a big improvement in this area at Furman in the last few years, especially since Mr. John Coiner has been here, but there is still room for improvement. For

instance, I think retirement benefits for non-professional people who have worked here many years should be equal to those for professionals. I believe you will find a great deal of loyalty among non-professional people who work at Furman year after year.

I guess I could be considered an old-fashioned woman because I like for the car door to be opened for me. But I don't think of myself as helpless at all. I'm considered an independent person, but I certainly don't want to get up on equal standing with a man and expect to do everything he is expected to do. I enjoy being a woman. I'm happy. I just love working for Furman. I can't imagine working anywhere else.

Peggy Park has served as secretary to Furman Provost and Vice President Francis W. Bonner since 1961. She is married to J. D. Park, South Carolina highway patrolman, and they have two children, a son in junior high school and a married daughter.

*“When you’re the only one,
people are bound to wonder,
‘Well, how’s that fish?’ ”*



Ruth Reid Professor

I think there is discrimination at Furman, but I’m not sure it is intentional and I am sure it is not malicious. I think where there are differences, for instance, in men’s and women’s salaries and ranks, women are as much to blame as men because we have not pushed enough. I think probably the person who is discriminated against and does not do anything about it

deserves what he gets.

One obvious thing is the ratio of men and women on the faculty. I am sure we could find women who are capable of doing some of the jobs men are doing, if we wanted to make this ratio more equal. I think it is probably important to have at least a fair representation of both sexes since we have an almost 50-50 student body. I think it would also be more wholesome since men and women do have different opinions about some things, and we need to hear more than one kind of opinion.

I have been at Furman a long time and I have seen a lot of changes take place. I think the current administration is aware that they need to promote women and give them an opportunity to serve in ways they have not served before.

I think there is a little bit of fear. If women get a little too aggressive, men don’t like it. But this is always true when there is any kind of major change, and this is a major change.

I don’t think the fact that I am a woman has mattered with the Health and PE staff. We had kind of a *laissez faire* situation before, and I’m a pusher and I know that has been sort of hard to accept. Judging from what one male staff member has told me, he has taken a lot of ribbing from men in other departments about having a woman for a boss. But I guess when you’re the only one, people are bound to wonder, “Well, how’s that fish?” I think that’s just natural. I don’t take it personally or as against women.

I feel very fortunate because I

have done a lot of “firsts” for women at Furman. Except for Dr. Futch, who came from the Woman’s College, I was the first woman to become a full professor at Furman.

I have never been a pusher for women’s rights. I do believe in equal opportunity for people of equal ability and equal compensation for equal job done.

One thing I believe this Women’s Lib thing will do: it will make us all more aware of the job that is being done. The more you are evaluated, the more you are challenged. I think this is healthy. If I’m not doing the kind of job I should be doing, maybe there is another person who can do it better.

Ruth Reid, professor of health and physical education, is the only woman chairman of a department at Furman. Dr. Reid came to Furman in 1956 as an associate professor of health and physical education, was promoted to full professor in 1961 and was appointed to a three-year term as chairman of the department in 1972. A pioneer in women’s intercollegiate athletics in South Carolina, she founded the Deep South Field Hockey Association for teams in five Southern states. She has received many honors for her work in athletics and physical fitness and is currently serving on the Governor’s Council on Physical Fitness. Dr. Reid received the A.B. degree from Valdosta State College, Valdosta, Ga., the M.A. from Columbia University and the Ph.D. from the State University of Iowa.

*“I have an inborn
prejudice against
people banding together.”*

Willard Pate Professor

I don't think there has been much discrimination against women since I have been at Furman. In the past—or at least in the remarks I always overheard in my own provincial Hawkinsville, Ga., past—there was perhaps the stereotyped image of the female college teacher with either too much brain or too little sex appeal to capture a husband. So the poor thing was looked upon condescendingly as either too brilliant, too comical, or too pathetically frustrated to be a normal, happy wife and mother. I think that notion has been replaced now, though I think there may be a lingering attitude—sometimes even unconscious—among some men that a woman on the faculty is likely to spell trouble just because she is a woman. In other words, I think a woman is likely to be judged more harshly than a man.

Still, I think a lot of professional women bring on their own problems. They see themselves first as women—even persecuted women—and only second as teachers or whatever they may be. For instance, they see themselves as women who teach at Furman rather than as teachers who also happen to be women. I myself have never felt that I personally was discriminated against at Furman.

As for improving the ratio of women to men on the Furman faculty, I don't care whether we have any more women or not. The English Department is not prejudiced against women. We have a new woman this year. We didn't go out to hire a woman. It just so happened that in our collective

judgment the best person available for the job was a woman. If it had been a man, we would have hired a man. I don't believe in running around looking for a woman any more than I believe in running around looking for Catholics or Harvard graduates or purple people eaters.

Nor am I concerned about how many women are department chairmen. If there is a problem at Furman, it is a problem with the system and not a problem with sex. I think there are several chairmen who could be replaced by someone more competent—man or woman. I also think there are plenty of women who would make horrible chairmen.

Women's Lib is primarily a bunch of nonsense. Certainly I believe in equal opportunities and equal salary scales. And certainly I believe a woman should fulfill herself as a human being. And depending on her own nature, a woman may best find fulfillment as a secretary, a wife and mother, a member of the local garden club, a medical doctor, or an Arctic explorer. But the choice is personal. I think militant feminists are ridiculous when they say women who are what I'll call traditional—in other words, oriented primarily toward home and family—are in bondage and need to be liberated from their own self-concepts. I think some women can fulfill themselves in that role. I'm sure I couldn't have, but I certainly didn't need a committee to give me that information about myself.

I guess I'm just too anti-organizational for the modern taste. I admit



that. I have an inborn prejudice against people banding together. To me, people who have to join groups to effect social change are cowards who don't have the courage to do anything on their own. Any woman who needs Women's Liberation as an excuse to be liberated from her present role becomes nothing more than a slave to another role.

What it all boils down to for me is that the individual is first of all a human being. People may be male, female, black, white, Southern, Northern, Jewish or aged, but if they see their problems primarily in terms of femaleness or blackness, etc. rather than humanness, they run the risk of limiting their lives. Certainly many women of today have trouble finding directions for their lives. But I prefer to think it's because they are human beings who are also women rather than women battling against a chauvinist male society.

Anyway, I don't care to join the organization. I think I have passed them—maybe when I was six years old.

Willard Pate, associate professor of English, has taught at Furman since 1964. She is coordinator of Furman's foreign study programs and for the past four years has directed Furman's Fall Term in England. In 1968 she served as coach of Furman's winning College Bowl team. Dr. Pate received the B.A. and Ph.D. degrees from Emory University and the M.A. from Vanderbilt University. Before coming to Furman, she taught at Maryville College, Emory and Georgia State College.



“Husbands of professional women have to be remarkably flexible in the way they see their roles.”

Gerda McCahan *Professor*

The major problem of women in my situation is that they find themselves committed to two jobs, each of which takes 100 percent of their time. They discover that time won't stretch. Time becomes enormously valuable, and they have to set priorities. They have to be sure that these priorities include relationships in their marriage and family as well as professional obligations, but they can't let one entirely dominate the other.

There are times when family has to take second place, and there are times when work has to take second place. It's never an easy thing to work out, and I think most professional women are constantly working to improve the priorities by which they budget their time.

Husbands of professional women have to be remarkably flexible in the way they see their roles. They also have to be very secure as people. If a man is going to feel less a man because he washes the dishes, then the couple will have difficulty.

It's necessary to work as a team in a very real sense and renegotiate your contracts as situations change. Sometimes you may do one thing and he may do another; at other times you may exchange chores and responsibilities, either because of pressures on you or pressures on him. It's a very challenging situation to live in. There's no single point of solution; it's a kind of sequential resolving of living problems with the person with whom you are most involved—your husband. If you do not have a husband who is willing to do this, who feels that expression of yourself in your career is impor-

tant, then you're going to find your marriage is under considerable stress. The information we have about marriage and professional women indicates that many marriages do not survive this combination of circumstances.

One of the greatest problems of professional women is a feeling of guilt caused by the fact that their models—their mothers—found most of their satisfactions in the home. The mothers of Furman students, for instance, have worked outside the home a small amount of time compared with the amount of time their daughters will work. Because their mothers were usually at home, students wonder if they can provide just as good a home for their children and also have a profession.

This feeling of guilt is also enhanced by husbands whose mothers were full-time wives. Many of them never had to do the things that go with keeping a house and running a home that they must do if they have a professional wife. It gets down to the nitty gritty of who washes the dishes, who mops the floors, who washes the clothes, who does the shopping and the cooking. The professional wife cannot do it all. If the husband helps with these chores but says, "I'm doing it for you because you're so inept that you can't get it done," this provokes guilt and resentment in the wife. And he also feels constant resentment because he is having to do things that his father did not have to do.

On the other hand, if the husband lets the wife do everything, the result will be that they have no time together. This usually means

that the relationship does not grow. They tend to be leading more and more independent lives and that tends to weaken the marriage.

Some professional women literally reach the conclusion that they cannot combine marriage and a career, and they choose a career because it is more important to them.

I think many women need relationships. I don't know whether it is because of the way we rear them—which it probably is—or whether it is something innate. But most women value relationships very highly and miss them if they are not there. They feel great security in having someone to whom they belong and who belongs to them. I think family is a great support for the feminine ego. I know from my point of view the relationships in my life have put the spice in it. The people I love make my work more interesting, and my work makes me more interesting to them. The two are not incompatible. I think it has been a good arrangement.

As a professor of psychology, Gerda Prevost McCahan, a clinical child psychologist by profession, teaches a variety of psychology courses at Furman. A 1941 graduate of Furman, she received the M.A. and Ph.D. degrees from Columbia University. She first taught at Furman from 1945 to 1948 and returned to Furman in 1965. Married to Dr. George R. McCahan, a retired Air Force chaplain now in private practice as a counseling psychologist, she has served as chief psychologist in various clinical settings.

Kathleen Riley Trustee

I really have not encountered any difficulties in medicine because I was a woman. I don't remember having any trouble getting into med school at George Washington. There were only four women in a class of about 65, but we did not have any problems as far as being women was concerned. It was just fun. If you have a sense of humor, you don't have any problem getting along in medicine.

Good residencies were hard for anybody to get, but I lucked into one of the best in the country at Duke. I just happened to arrive there for an interview the week the army had drafted the resident in dermatology, and they said I could have the position if I would come back in a week.

When I left Duke, everybody laughed and said, "Well, it will be interesting to see how many men patients you have." As it turned out, I have as many men patients as women, and I don't think it has made any difference at all.

I have never had any problem getting on the faculty at the Medical College. Of course, there has never been any salary much until recently. Most teaching is gratis. I am paid a little bit now because I spend one and a half or two days a week at the med school. My income comes from my own private practice and I have to control that myself—depending on how hard I am going to work. Actually, since I am in full-time practice, I suppose I work a total of 60 or 65 hours or more a week.

I am sure there has been discrimination against women as far as

promotion and salary is concerned in almost every field. I do not think women have any problems in the professions until they get to the very top. Then they really have problems in the last step or two.

Women are not naturally as aggressive as men, and you have to be aggressive to get to the top. I think we will overcome this as we become a little more secure, especially as we get more legal security. And I do not think this necessarily prevents a person from being feminine.

You know those first ladies wore bloomers and that caused a lot of excitement, and the Women's Libbers burn bras. I think maybe it takes that sort of attention-getting strategy to get what you really want. But I don't have any exhibitionist in me, and I make no effort to make a show about women's rights. I would go about it in the opposite way. I would do it quietly.

When you start making an issue of being a woman, I think you sort of raise men's hackles a little bit. It is better if you just go along and do the job and don't try to make people aware that you are a woman and want special concessions because you are. For instance, in med school I never expect anybody to get up and give me a chair or open a door or do anything extra for me that they would not do for each other. This is just natural. Nobody is self-conscious about it. If a woman walks into a room and makes everybody self-conscious about something, then she is defeating the purpose of being one of a group, because she sets herself apart right away. I think there is a way to get along without

being self-conscious about each other. I do not think anybody wants to ignore the fact that there are differences between the sexes, but it doesn't play any part in your business relationships. When it does, it gives you trouble.

When I first went into medicine, there were not many women and very few in dermatology. As a matter of fact, women have always made up only six or seven percent of the doctors in this country; they have never increased. It is still not unusual for me to go to meetings and be the only woman there. For instance, at our hospital we have staff meetings every month and frequently I am the only woman. I told my secretary recently that after 20 years I was tired of being the only woman. It seems there would be more women by now. But in medicine—in all professions, I think—women have dropped out. In my generation—I got my education just before and during World War II—the number of women going into the professions was climbing. After the war, women quit going to college and into the professions as much.

I do think women are beginning to go into medicine again. Right now we have our largest class of women (16) at the med school in Charleston. If women know the opportunity is there, they will be more likely to go to the trouble of getting a degree and whatever professional training is necessary. Heaven knows we need more doctors, and I think women are very adaptable to medicine.

I am enjoying tremendously my

“Women are not naturally as aggressive as men, and you have to be aggressive to get to the top.”

“post graduate education” as a trustee at Furman. Furman has gotten to be a very exciting school. It’s very alive, very vibrant. I think women will grow in that kind of environment, but I think we need more women leaders in the faculty.

Dr. Kathleen Riley is serving a second term as a member of the Furman Board of Trustees. A 1937 graduate of Furman, she attended the George Washington University School of Medicine for two years and received the M.D. degree from the Medical University of South Carolina in 1941. She interned at Garfield Memorial Hospital in Washington, D. C., and was the resident in dermatology and syphilology at Duke Hospital from 1944 to 1948. A Diplomat of the American Board of Dermatology and Syphilology, she has a private practice in dermatology in Charleston and is chairman of the Dermatology Section in the Department of Medicine at the Medical University. She is also on the staffs at Roper Hospital and St. Francis Hospital and is a consultant to the Charleston County Board of Health and the Veteran’s Administration Hospital in Charleston. A member of many professional and community organizations, she served as president of the South Carolina Dermatology Association in 1973-74. She is the author of approximately 50 articles which have been published in medical journals. In 1966 she received the Mary Mildred Sullivan Award as an outstanding Furman alumna and in 1971 she was awarded the Furman Alumni Service Award.



Speaking Out



"Women are supposed to be women, and men are supposed to be men."

Delores Green Student

The only time I have ever really felt any discrimination at Furman was in a class I took one summer.

The professor—a visiting professor—stated right at the beginning that he didn't like women. He was the joking type and you never knew if he was serious or not, but after a while, when the guys always made better grades than the three girls in the class, it was pretty evident.

I think girls should have more opportunities to play basketball and volleyball. Things are getting a little better since the Co-Recreational program started. It's just hard to get girls around here to play. Most of the girls, if you say, "Let's go over to the

gym," they say, "Man, that's a long walk. You must be crazy." They just sit around and look pretty and hope somebody will ask them for a date this weekend.

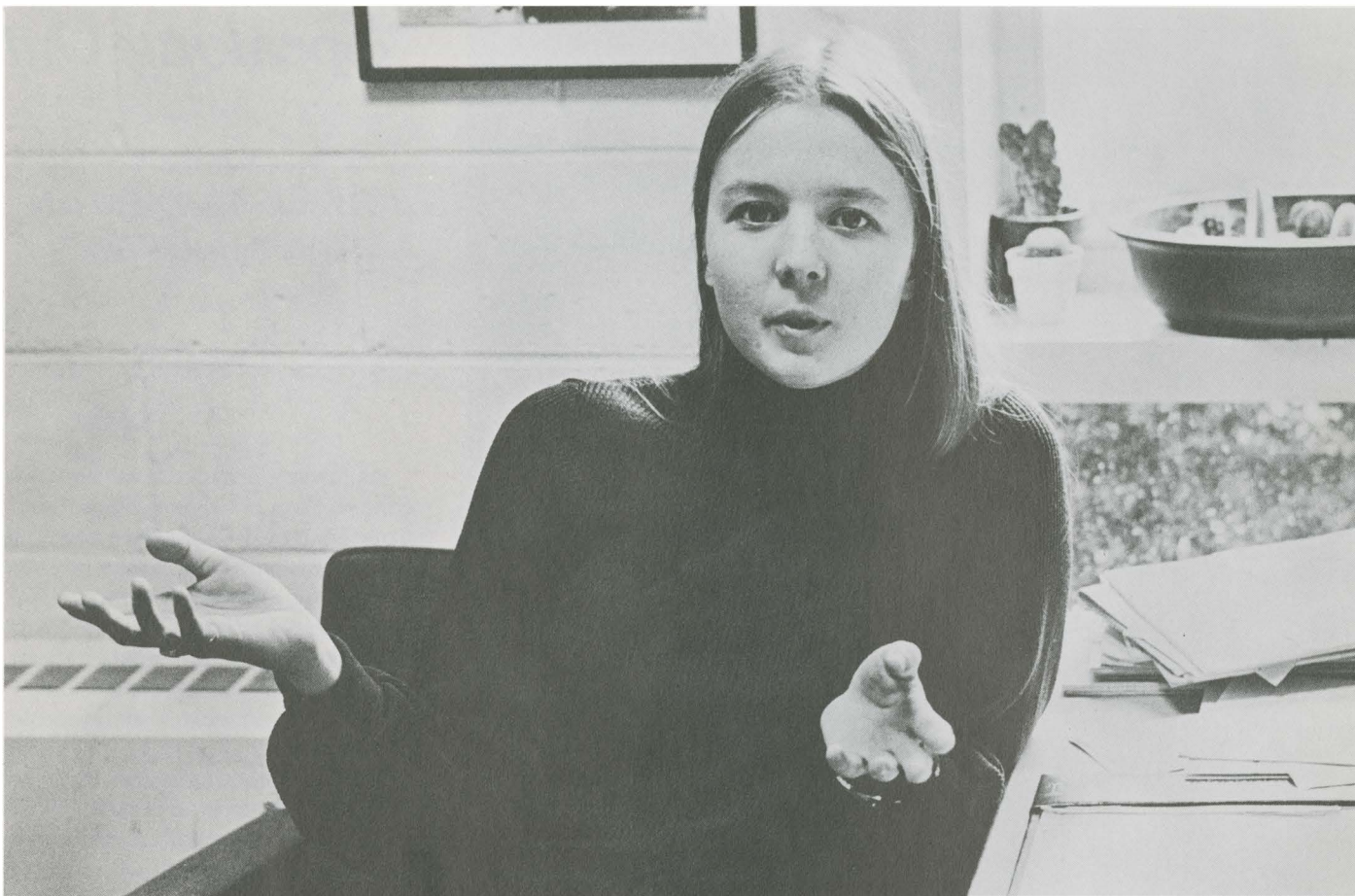
The guys used to say, "We don't want girls playing. They can't play." But since the Co-Rec Program started, they say, "Well, the girls can half-way play," and so we play along with them.

Women are supposed to be women and men are supposed to be men, and it seems like it is always going to be that way. It's never going to change. You can go out and play all the Co-Rec ball you want, but you are still supposed to be a woman no matter what. You're not supposed to play as good as the guys. You can't beat the guys. That's the one thing you're not supposed to do.

I don't think I really want it any other way. I have thought about Women's Lib and I have decided it's not for me. Except when it comes to jobs. If I get a job doing the same thing a man can do, then I think I should get the same pay as he does.

Hopefully, I will eventually marry and have a career. I just can't see sitting at home, cleaning the house, cooking the meals and watching soap operas and that's the whole day.

Delores Green, a junior from Hartsville, S. C., is majoring in biology and hopes to attend medical technology school after finishing Furman. A member of the Afro-American League, she served on the Orientation Committee in 1972 and was elected recently to Senior Order for 1974-75.



“Being a woman has actually helped me in working with the Board of Trustees....”

Judy Clarke Student

I think women students should have the same opportunities and regulations as men students. Basically, the only discrimination against women that now exists in the rules at Furman is in dormitory regulations. Some women still have to be in by certain hours, but none of the men do. Junior and senior women have self-regulating hours, and we anticipate this also being the case with sophomores, but freshman women still have curfews. Until last year freshman men had no hours, while junior women had mandatory hours. The question was: who had the most college experience—the freshman man or the junior woman.

Students, I think, view the position of president of student government as a sexless job. It is not a job that a male can do better than a female or vice versa. I suppose if someone were going to come yell and scream about something, they might be a little kinder in the way they put their complaint to me, although I’m not real sure. I’ve received some harsh complaints.

I have had a lot of success in getting male students to work. More than 60 percent of my cabinet was male. I guess maybe I expected more from females than a male student body president would.

I think being a woman has actually helped me in working with the Board of Trustees and Advisory Council. They listened to me because they have always respected women.

After graduation, I plan to go to law school. I’m not sure if I want to practice law; I guess it depends on how interesting the field is, but I do want the degree. I think it would help in anything I might want to do.

I’m not “gung ho” marriage at the moment. I think I will probably marry eventually, but I am sure I will also have a career. I don’t see marriage as a job.

Although the swing is in the direction of women having careers, I still think a lot of my peers are looking for marriage and a family and settling down. The difference is, I suppose, that 15 years ago people were planning to have a good-sized family. Now people don’t want to have more than one or two children, if they plan to have any at all. At least that’s the feeling I get from the people I know.

Judy Clarke, a senior from Asheville, N. C., was president of the Furman Student Government Association this year. In 1971 she headed the student voter registration campaign in the Greenville area, and last year she served as chairman of the All-University Traffic Board. A psychology major, she plans to attend law school next fall. She is listed in Who’s Who of American College Students.



Marguerite Chiles Administrator

The changing role of women is a subject that has been hashed around now for about ten years, and it is still an extremely difficult issue. To bring it right down to this campus, I think we are moving rather quickly to provide precisely the same opportunities, the same challenges and the same guidance for both men and women. We probably still discriminate against women

in one area—social regulations. But even this is changing rapidly, and more emphasis is being put on the safety of women rather than their social habits.

Speaking from my experience at Furman, I think women students are somewhat frustrated by the women's rights movement now. In many ways they want to be as free as men on the college campus and yet, I think, they also want to be treated differently—as Southern ladies, I guess. They want it both ways, and this frustrates them a little bit.

Speaking Out

“Women have got to take more responsibility.”

As far as I personally am concerned, I am not a person who gets upset because I might have been mistreated, and I think a lot of women are like that. I am so naive. I don't know when things are deliberate or when they just happen, when they have to do with quality performance or when they have to do with sex.

Like a lot of other people in business, industry and education, I worked for years with a minimum of esteem and salary, but I never felt mistreated. I am very grateful that late in my life my salary was equalized with that of my male counterpart.

I hope before I retire a woman will be chairman of the faculty. I think probably we have ourselves to blame for the fact that a woman has never been chairman. Some women resist responsibility even when the opportunity comes, and I expect I am one of them. Women have got to take more responsibility.

Marguerite Chiles, assistant vice president for student affairs, has worked with students at Furman for almost 30 years. She served as director of women personnel from 1945 to 1965 and as dean of women from 1965 until last fall, when the student affairs office was reorganized and she was named assistant vice president. A 1940 Furman graduate, she received an M.A. in student personnel administration from Columbia University in 1944. She is a member of many professional and civic organizations. She has received both the Mary Mildred Sullivan and Alumni Service awards.

*"I am not sure
how far I can go
with Women's Lib."*

*Dickie Daniel
Alumna*

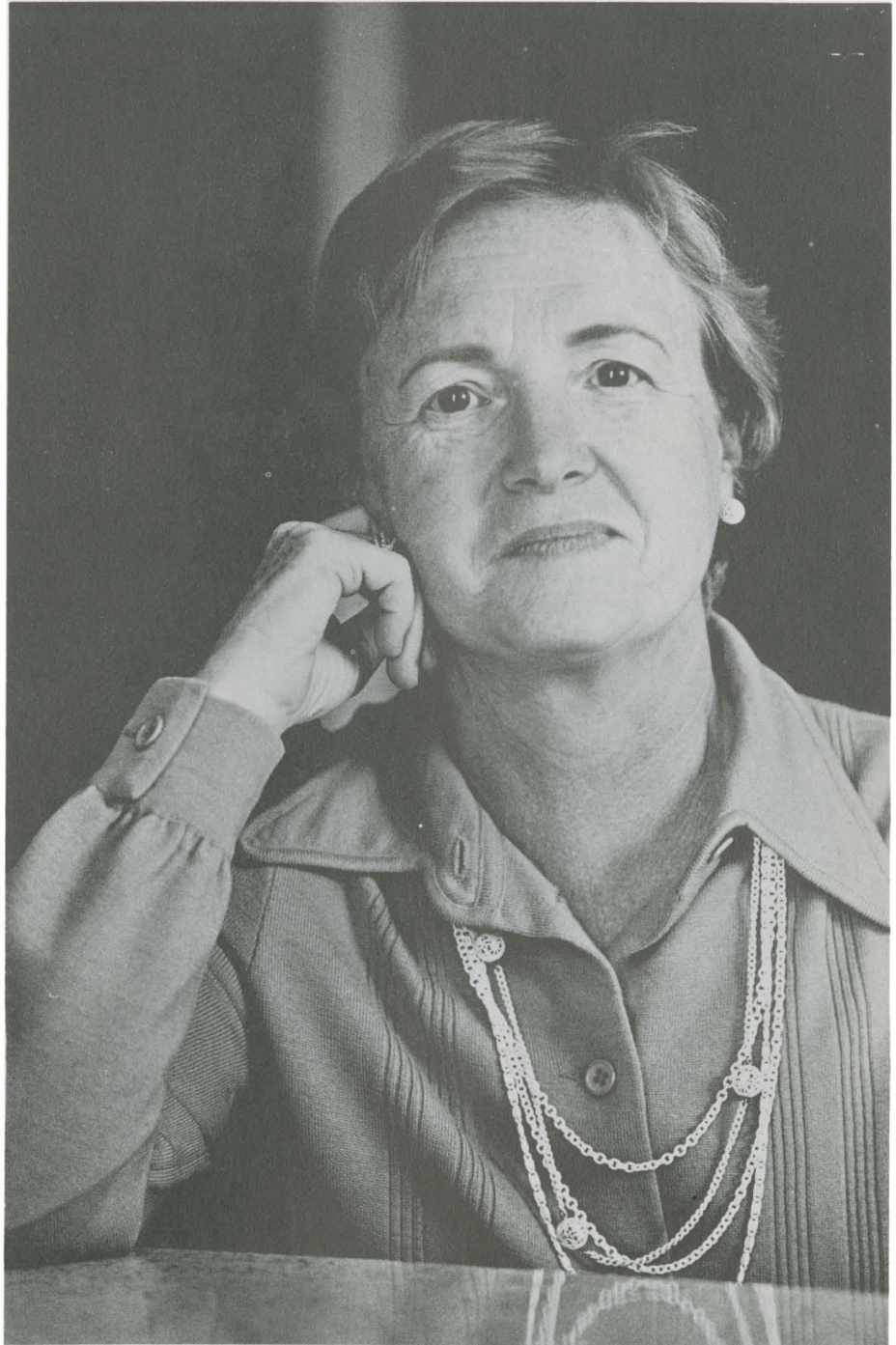
I have never been in a position to be competing with a man for a job, so I do not know anything about discrimination from that angle. When I was teaching in the public schools, we just took it for granted that men would be the principals, supervisors and other administrators, although there were some very capable women who, in some cases, were better disciplinarians.

There was just sort of a tradition that a man moved up the ladder to principal—no matter how good a teacher he was. I have known of instances when the schools sacrificed an excellent teacher because either they needed a principal or it was just the man's next move.

I am more interested in women's rights than I might have been otherwise because I am affiliated with the AAUW and the YWCA, and both of these groups are vitally concerned about these issues. I attended a conference in Columbia recently that dealt with the Equal Rights Amendment and the various laws that already exist. As I see it, the amendment is desperately needed if for no other reason than to give impetus to the laws and regulations already on the books. I know the fact that such laws exist is an argument used by opponents of the amendment, but I feel that ratification will put emphasis behind those laws. I also believe that this is an Equal Rights Amendment for men.

I am not sure how far I can go with Women's Lib. I am a little sorry it came along at this time because I think it has hurt ERA.

I have read that the college-educated woman has a broader view



of a woman's fulfillment than just staying at home, raising a family and taking care of a house. I know very few women who are satisfied just doing that.

I guess a lot of us like to have part-time jobs. It gives us a chance to get out and be with people. I don't think I would be happy working where there is no contact with people. That is the most important thing. In my case, I feel that I am doing something that is helping somebody else, and it is very rewarding to me.

Martha (Dickie) Jordan Daniel, a 1942 Furman graduate, is a member of Furman's Alumni Board of Directors. She taught school in Piedmont, Belton and Greenville until 1968. Since then she has served as executive secretary of the Greenville Literacy Association and for the last two years has worked part-time as secretary to the Women's Missionary Union at First Baptist Church in Greenville. She is married to R. N. Daniel '42, a lawyer, and they have one son who graduated from Furman in May.

Jean Bissell
Advisor



I have been extremely fortunate. When I joined the Haynsworth firm after finishing law school, the senior partner was the first woman who had ever been admitted to the bar in South Carolina and she had long since fought all the battles of discrimination. I was paid exactly what the men were paid, got raises when they got theirs, and made partner when they were. This has been the case with both law firms I have worked with.

Actually I have never felt strange being a lawyer. I suppose it goes back to the fact that women in my family have always been expected to get an education. My great grandfather founded the woman's portion of Erskine in 1859 so he would not have to send his daughters East to college. Starting with an aunt who finished college in 1911, every aunt on both sides of my family, both maternal and paternal, has gotten a graduate degree. By the time I came along, it was the normal thing for me to get graduate education.

I always wanted to be a lawyer. My father was in politics and it absolutely fascinated me. I entered college heading toward law school. I guess the best preparation I had for law school was my first year at Carolina. I was the only girl in all my undergraduate courses except one. By the time I got to law school, I had become pretty much accustomed to an all-male society.

I learned in undergraduate school—and I think this is tremendously important—to see people as individuals. I learned you've got to see each person first as an individual,

Speaking Out

“I think too often women tend to think of themselves primarily as women, and this throws up a barrier....”

with his strengths and weaknesses, and after that you can classify him however you want to. If you do that, I’m convinced, he will reciprocate.

I knew I had arrived in law school when a fellow student and I were walking down a hall and, as we passed a couple, my friend said, “Isn’t it strange to see a girl in law school?” I said, “Hey, what do you think I am?” He said, “Well, well, you know you’re just one of us.” I really did feel that I was one of them, and I think it was because I accepted them as people and individuals and not as boys to date.

I have never joined the Women’s Lawyers Association, because I am a *lawyer*. I belong to the American Bar Association. I never joined any women’s civic organizations; I belong to the Chamber of Commerce, the same as men do. If you join all-women’s organizations, you begin to isolate yourself.

I have never felt uncomfortable with a group of men, and I have never been silent. I always have to put my two cents in. If somebody disagrees with me and can convince me that their idea is better, that’s okay. That goes back to my law training. But I have never hesitated to make my preference known.

In fact, the place I feel most ill at ease is not in a room where there are 250 men and me—I’m used to that—but at a women’s luncheon when they are talking about washing machines and babies. That’s when I am quiet.

Yet I have never tried to forget I am a woman. In my office I have a chintz-covered sofa and a French

desk with skinny little legs and a drop-leaf table for a work table. I buy the best clothes I can to work in. I don’t try to be a man, because I am a woman, but I am also a person and that is the most important thing.

I think too often women tend to think of themselves primarily as women and this throws up a barrier where a barrier might not otherwise exist.

I think a great deal of a woman’s success in the business world depends on how she sees herself. If she is satisfied with herself as an individual, if she is willing to make a commitment to her job and carry a full load and not feel guilty because the floors at home don’t get vacuumed—or at least just have fleeting moments of guilt—then I think the opportunities are there, now more than ever before.

It’s those horrible errands—like picking up the dry cleaning and buying the groceries—that are a problem. When you’re at the office from 8:30 to 6:00 and the grocery store closes at 6:00, you’ve got to make some adjustments and shifts at home. You have got to recognize this and be willing to live with it. If you are married, you’ve got to have a partner who is willing to do his share and not feel less of a person because he is doing his share and dividing up the work.

I am sorry to some extent for the reverse discrimination that is going on now. I am glad I achieved what I set out to achieve before things really opened up, because I know I did it on my own. I am afraid some very capable women coming up now will wonder if they made it

just because they were women and the law schools needed them to fill their quotas. Maybe, it is only fair for the situation to be unfair in women’s favor now, since discrimination has existed so long. It has existed. There is no doubt about it. I am just one of the lucky ones it has not touched.

Jean Galloway Bissell, one of two women members of Furman’s 53-member Advisory Council, is a partner in the law firm of McKay, Sherrill, Walker, Townsend and Wilkins in Columbia, S. C. A native of Due West, S. C., she attended Erskine College, received the B.S. degree from the University of South Carolina and the L.L.B. degree from the U.S.C. School of Law. At the University she was elected to Phi Beta Kappa and served as associate editor and business manager of the South Carolina Law Review. After graduation, she was associated with Haynsworth, Perry, Bryant, Marion and Johnstone in Greenville until 1971. Specializing in the area of estate planning, she teaches that subject at the Law Center of the University of South Carolina and in 1971 served as editorial assistant of Drafting Wills and Trust Agreements in South Carolina. Active in many professional and community organizations, she is most widely known for her work on behalf of public libraries and served as chairman of the First Governor’s Conference on Public Libraries in South Carolina. She is married to Gregg C. Bissell, an accountant, and has a stepson.



“When women express their ideas and demand their rights, they often become the object of ridicule....”

Sadie Franks *Professor*

When Furman first became co-ordinated, I think, women who were then members of the faculty at the Woman’s College got a better deal than might have been expected. Miss Virginia Thomas is said to have insisted that senior women on the faculty, who were qualified by experience and general ability, be given associate professorships.

When Furman moved out to the new campus, there were still a number of women professors who had taught on both campuses, and they continued to teach until their retirement. But as they retired, many of them were replaced by men because we certainly had a smaller percentage of women on the faculty.

Having a small number of women has prevented any sort of open discussion in faculty meetings. When I first came back to Furman the women were so intimidated they even sat on the same side of the room in faculty meetings, as if it were a Quaker church. And when I went in there and sat in the center section instead of sitting over on the aisle with the rest of the women, I felt almost as if I had gone in topless.

You never hear a woman speak out in faculty meetings—except Ruth Reid. Women should speak out more. We’re just a bunch of noodles because we just sit there and don’t say anything. But it’s a precedent and nobody has the courage to break it.

When women do express their ideas and demand their rights, they often become the object of ridicule and that’s the hardest thing to take. Most Southern women are not prepared to fight this. Maybe we

are just lazy or maybe we are cowards—probably a little bit of both.

Traditionally, women have not received the same concessions or the same benefits that a man would get to take care of his family. If a man thinks he is being treated unfairly, he will demand his rights and usually other men, knowing that he is married and has a family, will recognize his need for better salary, better working conditions, better security. However, in dealing with a single woman, who may have heavy responsibilities such as caring for elderly relatives, they do not take into consideration that her needs may be just as great as those of a married man. Single women also help to subsidize a lot of benefits for a married man’s family which unmarried women will never be in a position to receive; yet they are not compensated in any other way.

I think women are exploited sometimes because they are easy to exploit. Frequently they are in a position which makes it impossible to fight back. If a man becomes dissatisfied with his working conditions, he can usually move somewhere else. Frequently, a woman’s responsibilities prevent her from going anywhere else, and her employers know it.

It’s hard to say that anything is due to male chauvinism or discrimination against women because you can always find other reasons or other circumstances to account for it.

I think a lot of this dragging of heels in regard to women is, in a way, a Baptist tradition. Baptists have been the last all along to buck

the lockstep with racial minorities and with women, too. In my own church two Sundays ago there was an election of deacons and before the day of the election a list of all the eligible *men* in the church was sent out. Not one woman’s name was on the list. Not once in the congregational meeting when we voted was it suggested—even hinted—that a woman might be qualified or that somebody might want to elect a woman.

I’m not really militant about the subject. I don’t agitate about it because I’m old enough to accept it. I’ve been used to it all my life. But it makes me indignant every now and then.

Sadie Franks is an assistant professor of French in Furman’s Department of Modern Languages. She has taught at Furman since 1962 and before that served as alumnae secretary on the Women’s Campus from 1949 to 1953. After graduating from Furman in 1937, she studied in France a year on an assistantship from the International Institute of Education. During World War II she worked as a translator with the F.B.I. in Washington and New York. She received the M.A. degree from Columbia University and taught at Mars Hill College, Lander College and Limestone College before returning to Furman. In 1962 she attended a summer institute sponsored by the universities of Toulouse and Bordeaux in France, and in 1967 she traveled in Europe on a Furman-Duke Endowment grant. She has served as state chairman of the National French Contest.



“Traditionally, women have always been paid less than men at Furman....”

Julia Sparks Administrator

When I came to work at Furman in 1954, I came because I wanted to—because I knew it would be a nice place to work. I took a \$1,200 a year cut in salary, but I felt it was worth it to work with nice people.

Really I started at the bottom and worked up. At first I was cashier and payroll clerk for both campuses. I worked on the Men’s Campus, but we did all the book-keeping for both campuses—made up the payroll, paid the bills and all that. Next I went to accounts payable and after that I was more or less supervisor in the business office for about five years.

When Mr. Coiner (assistant business manager) came to Furman in 1966, I was made his administrative

assistant because I was familiar with Furman people. Last June I was promoted to personnel administrator and given management rank.

I administer all fringe benefit programs, including insurance and retirement programs. The insurance program includes long term disability, group, life and medical insurance. Administering the medical insurance program alone is almost a full-time job.

Furman has a really good fringe benefit program, and I try to see that all employees—both men and women—get the benefits they are entitled to, but this creates a lot of work for me. Up until now some people weren’t getting the benefits they were entitled to, because they did not know what their benefits were and because we did not have anyone working on the program full-time. Now, I think, people are becoming more aware of their benefits, salaries and working conditions.

Federal regulations also mean more work for us. The Occupational Safety and Health Act means more work. Affirmative action means

more work.

We haven’t gotten into affirmative action as much as we should have because we were set back with a person leaving our office. However, Furman has already made some progress.

Traditionally, women have always been paid less than men at Furman, and that includes women professors. I am sure if a man were doing the job I am doing now, he would be paid more because he would be considered the head of the household and the breadwinner.

But I have been real lucky. I have received promotions all along, and I appreciate everything Furman has done for me.

Julia Sparks, who has worked at Furman since 1954, was named personnel administrator last fall. She serves on the All-University Traffic Board and is a member of the College and University Personnel Association. She is married to George M. Sparks, Jr., a retail coal and fuel oil dealer, and they have a married daughter.

Speaking Out

"To get in Furman a girl has to have something in her head, so to speak."

Cathie Willis

Student

I think there is some discrimination against women at Furman. For one thing, women have hours and men don't. Of course, now junior and senior women don't have hours, but freshmen and sophomores do. I can see first term freshmen girls having hours, but beyond that I can't see it.

Another thing, I'm the only female on Student Court, so naturally I was elected secretary—*unanimously*. It got to be kind of a joke. But, still, why was that everybody's first thought?

I think most professors treat a girl the same way they treat a guy. Some professors will be nicer to you if you wear a dress than if you wear pants. I know of a professor in particular who always speaks to me very nicely if I have a dress on, but if I don't he kind of ignores me.

I definitely think a lot of Furman guys look at you and think, "Well, you're just a Furman coed who's here to find a husband." And that's not true at all, because there are a lot of Furman female students who are very much interested in getting an education and getting a job, and a husband is the last thing on their minds.

I either want to go into journalism or some form of counseling. I definitely want a career. I feel that marriage is important and I think my life will be more complete if I marry. But before I get married—just in case, for example, my husband dies two years after we are married—I want to know I can support myself. I don't think I could take a marriage where all you do is sit home and keep house. I think more and more girls feel they want more than

just being a mother, although that is important. I think girls realize we're women and, as women, we're different from men and our roles are somewhat different because we're made differently. But I think with all the modern conveniences it is a lot easier to be a housewife than it used to be—and kind of boring—and you don't want to sit home and watch soap operas the rest of your life.

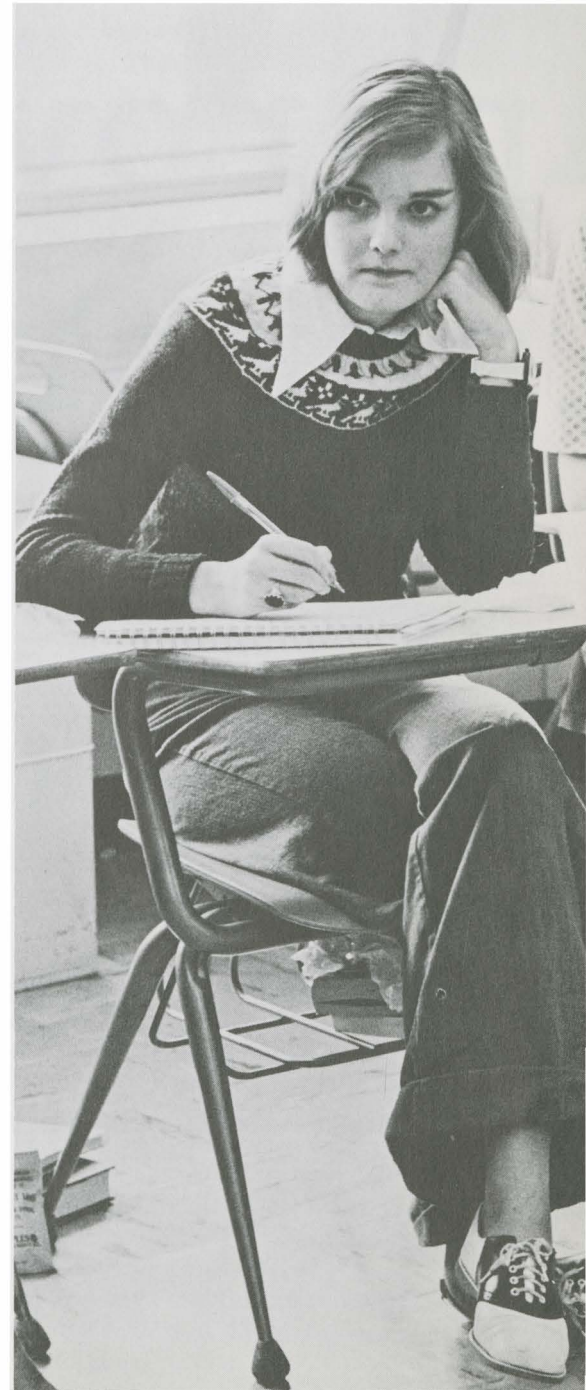
To get in Furman a girl has to have something in her head, so to speak. Most girls come from the kind of background where their mothers are more than just little old ladies who sit in rocking chairs.

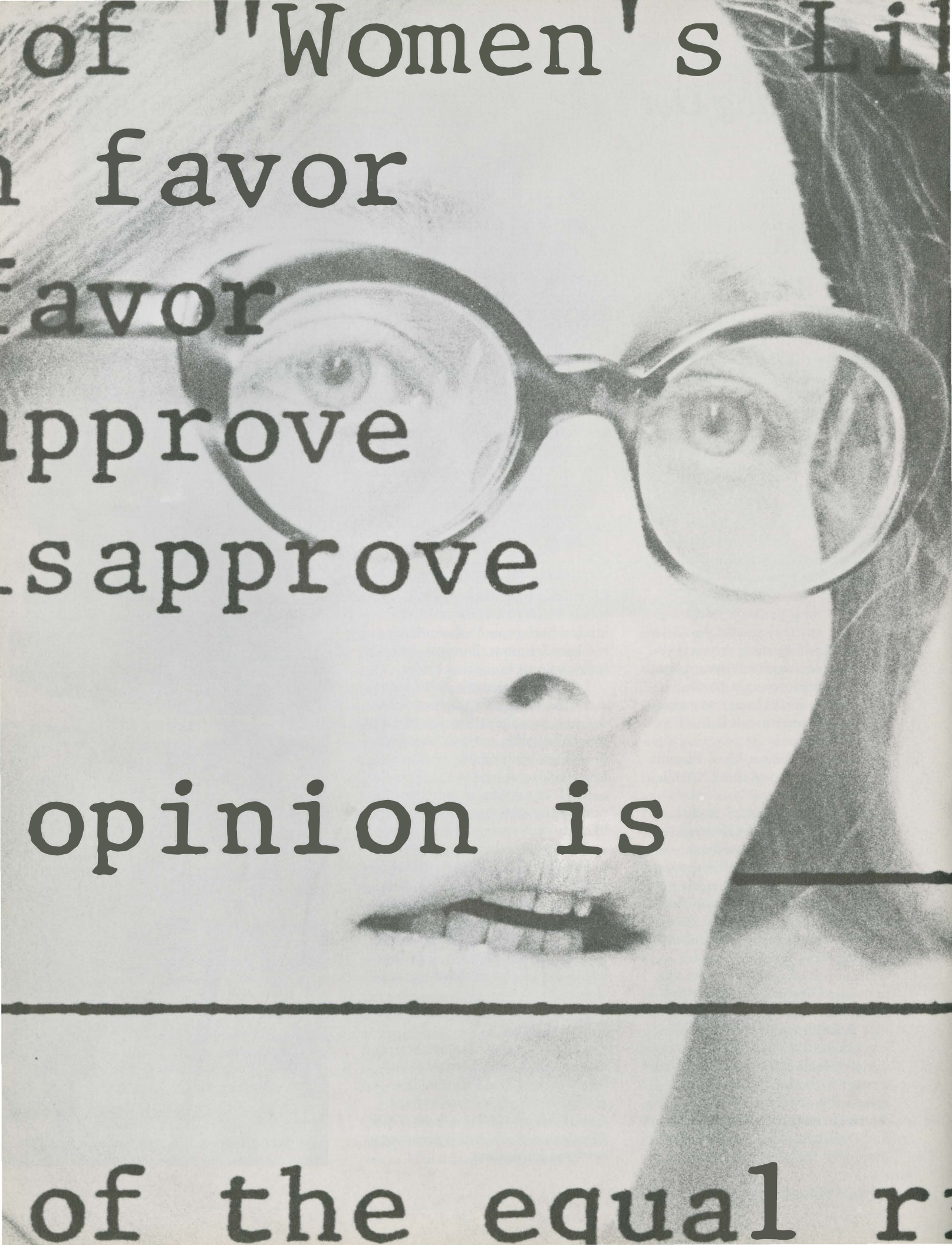
I think the women's rights movement has changed a lot since three or four years ago, when you thought of women going out and burning bras when you thought of Women's Lib. That's not true so much any more. It has gotten to be more of a rational kind of movement for things like day care centers for children and for equal pay for equal work.

I really think you have to look at things not so much from a female chauvinist viewpoint—"We're just as good as you, so we can do anything"—but from the point of view that we are all human beings and, as human beings, we have certain rights.

I'm not a Woman's Libber; I'm a Human Libber.

Cathie Willis, a sophomore, is feature editor of The Paladin. She also served as an advisor to freshmen this year. Cathie is from North Charleston, S. C., and is planning a career in journalism.





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What the Alumnae Think

By
Gerda Prevost McCahan
and
Ellie Traynham Sturgis

"My Mother was always home when I wanted and needed her," a Furman student said recently. "If I have a career, I wonder if I will be able to give my children that same feeling of security."

Like this student, many young women today are concerned about their ability to combine successfully the roles of wife, mother and professional. They are concerned about career opportunities for women and women's rights in general and about the value of their education. Actually, these are matters of concern to women of all ages as the role of women in our society seems to be undergoing drastic change.

In an effort to find out the opinions of Furman alumnae about these subjects and compare the opinions of different generations, we mailed a questionnaire to a random selection of 10 percent of the alumnae (every tenth woman in the files). A total of approximately 700 questionnaires were mailed and 253 were returned within a two-week period.

The Questionnaire

Alumnae receiving the questionnaire were asked if they were married or single and if they had children. They were asked if they were currently employed or had ever worked, if they liked their jobs and why they worked (need for more income, personal satisfaction, to use training, to get out of house, because children grown?). They were also asked if they had received further education since leaving Furman, if they would be willing to take additional course work to update their training, and if they felt confident of their ability to return to school should they decide to do so.

Concerning women's rights, the questionnaire asked if alumnae felt that women generally were treated fairly in terms of pay and promotions and if they had ever felt that being a woman was disadvantageous to them personally in their work. It asked if they approved of Women's Liberation and the Equal Rights Amendment.

Alumnae were asked to rank in order of importance in their lives the roles of citizen, friend, work, parent, and spouse. They were also asked to rank these roles in order of personal satisfaction.

The questionnaire asked if alumnae feel it is possible

to combine successfully a career and marriage and, if a woman attempts to do this, what is the greatest problem she faces.

Finally, in regard to Furman, alumnae were asked to evaluate their education. They were asked what was the most memorable aspect of their Furman experience and to give the name of one person at Furman who had made an impact on their outlook or personality.

The Sample

Responses were grouped according to the class year of the person replying, with the responses of all alumnae who graduated before 1940 included in one group (because of the small number involved), and the rest grouped by decades. As would be expected, the increasing size of the classes over the years is reflected in the proportion of alumnae who replied:

Before 1940	13.2%
1940-1949	17.4%
1950-1959	24.9%
1960-1969	29.9%
1970-1973	13.1% (33% projected for the decade)

The class of 1912, represented by Christine Mahon Sullivan, was the earliest class taking part in the survey. Two replies were received from overseas by the two-week deadline, one from Betty June Donaldson '67 writing from England and the other from Jane Sampey '51 from Turkey.

Three-fourths of the alumnae who responded to the survey are married, 15 percent have never married, 6 percent are widowed, and 4 percent are separated or divorced. Almost half (47 percent) are employed full-time and an additional 12 percent work part-time, while 41 percent are not currently employed. Of those not presently employed the majority have worked at some time.

These findings clearly indicate that the college women surveyed have made use of their education beyond the traditional roles of wife and mother. Fifty-five percent of these women said they were working for reasons of personal satisfaction, 43 percent indicated the need for additional income, and 24 percent reported that a desire to use their training was a

*For most alumnae
work ranks higher in terms
of satisfaction than
in terms of importance.*

Comments

My husband and I are both in favor of Women's Lib. I think many women who take a strong stand against the movement, calling it "unfeminine," are frightened of any change in their Barbie Doll roles. They followed prescribed rules, have their lives defined for the next 30 years, and cannot accept an idea that might negate their choices. To "raise your consciousness" also means to raise doubts—hard to live with—and where do you go from there?

I hope we can teach our son to value himself as a person, and not as a cartoon "man." There is something wrong with a society that smiles at a woman's tears, but is repelled by a man's.

I am embarrassed I took so little advantage of classes—and even more embarrassed I took so little notice of the world. Now, reading Fire In The Lake, or Photographs of My Father, or even watching specials on the early sixties, I wonder, "Where was I?" Then I remember—I was polishing my weejuns, talking aimlessly, or trying to shave a few minutes off lights-out. When I woke up it was 1967—and, well, everyone remembers '68.

I'm frightened by violence and the seeming complacency with governmental deceit. As a television oriented country, we're used to having a problem neatly solved in 30 minutes. Names, places, dates, and ramifications of Watergate don't fit the pattern. It's so much easier to disparage something than cope with it.

The worst part of living now, and having a child who will live most of his life in the 21st century, is that I don't have the answers. And it scares me.

Marcia Walton '67

The Supreme Court, without the Equal Rights Amendment, could justifiably hold sexual discrimination to be as unconstitutional as it has held racial discrimination to be. In view of the court's sluggishness in the area, I think that an affirmation of equal rights is desirable—and long overdue.

Ruth Walker '48

reason for working. (These figures add up to more than 100 percent since alumnae could give more than one reason for working.)

While most of the respondents desiring to work apparently are working, a few (3 percent) have been unable to find work in their area of competence in the present job market. The majority of respondents who are working (98 percent) report that they like their jobs.

Thirty-four percent of the women surveyed are employed in some area of education, including elementary, secondary and college teaching and supervisory or administrative work. Only 7 percent are employed in business and professional occupations, ranging up to executive positions. Two percent are in the field of medicine, including the traditional occupations of doctor and nurse, as well as paramedical specialties such as medical technology, physical therapy and research technology.

Many of the women replying indicated an interest in education and further training. One third have done graduate work, 27 percent have completed the master's degree, and 2 percent have obtained a doctorate. Eighty percent said they would be willing to go back to school to update their training if necessary, and more than 90 percent said they are confident of their ability to continue their education if they should decide to do so.

Single Women

Constituting 15 percent of the alumnae surveyed, single women ranged from a low of 8 percent in the forties and sixties to a high of 35 percent in the seventies. Because women in the latter group have finished school so recently, it is not yet apparent what percentage of the group will choose to remain single.

Forty-eight percent of these single women are employed in education, 9 percent are in public relations, and 6 percent are continuing their education as full-time graduate students. The majority (56 percent) work for personal satisfaction, 38 percent are working in order to use their training and 21 percent work primarily to earn an income.

The educational accomplishments of the single

Strongly in f

women surpass those of other women. Forty-seven percent hold master's degrees and 3 percent hold doctorates, as opposed to 22 percent of the married women who hold master's and less than 1 percent who have earned doctorates.

When asked to rank their roles, single women ranked work highest both in importance and satisfaction, with friends running a close second in both categories.

Marriage and a Career

With alumnae as a whole, the role of spouse attained the highest mean rank, with the role of parent ranking second both in importance assigned and satisfaction obtained. Work was ranked higher in terms of satisfaction than in importance. Only 9 percent of the alumnae surveyed indicated that they prefer the role of homemaker to working. These findings suggest that work may be an increasing source of satisfaction for women as the role of homemaker tends to lose significance as a source of self-affirmation.

Probably the greatest challenge for modern women is the combining of marriage and work into a satisfying life style. Results of the survey indicate that a large majority of the respondents in all classes (85 percent) feel that these two roles can be combined successfully. Alumnae expressing the greatest uncertainty in this regard are women in classes before 1940 and recent graduates, who finished Furman in 1970 and later.

The uncertainty of older alumnae may be explained by the fact that they probably have had less experience combining work and marriage and have been more influenced by the traditional roles of women as wives and mothers. Before 1940, married women who worked usually did so for financial reasons. At that time the married career woman, who had the training and desire to achieve through her work, was a rarity even among college women. The uncertainty of recent graduates may reflect their current involvement in trying to decide if they should work after marriage and in trying to determine what the risks may be should they decide to do so.

Alumnae were asked to indicate the greatest problem faced by married career women. An almost equal number listed child care and lack of time to do

Comments

I worked for four years (1968-1972) as a social case-worker with my county Department of Family and Children's Services. During the final two years I was married and my husband was in school. Working under a merit system, I did not experience any discrimination.

I resigned due to pregnancy and, by choice, did not return. My place then was to train my child and provide a healthy and stimulating environment for his growth.

The job I have just taken is a new challenge for me. One hour, four mornings a week, is a reasonable outlet for my musical inclinations. Furthermore, I still have enough time left for my son, volunteer and service work, and church music.

My husband has never tried to discourage my outside activities. He has actually encouraged my endeavors. Several of my more enthusiastic Libber friends would, and have, laughed when I say I'm liberated—but what is more liberated than being happy with your life and satisfied with your choices?

Lucy Hay Vick '68

I had never really thought much about differences between men and women professionally until leaving Furman. In academic areas, I had never suffered discrimination. In fact, girls majoring in psychology were definitely favored at Furman. In applying for graduate school, sex was never a considering factor, at least from our end of it. Peabody is a lot like Furman in that the majority of the graduate students are women. Status as a student does not have anything to do with sex. A nearby university, in contrast, has a number of misogynists on its faculty. They are under pressure to accept women and therefore have a pretty fair ratio. In evaluation of performance after entering graduate school, however, the girls get the bad end of it. If a male and a female are having academic problems, the female will be asked to leave, whereas the male will be asked to shape-up.

There are a lot of social situations which make graduate school different for men and women which have little to do with academics. Most female graduate
(continued on p. 30)

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Comments

(continued from p. 29)

students are unmarried, whereas most of the males I have encountered are married. It is very difficult to meet unmarried men who are on an equal educational level. Fraternizing with married couples is a little strange. I have been to parties where I have been the only single person there. It is difficult to know what your role is at one of these functions. I have much more in common with the husbands, but feel that I should socialize with the wives. I find myself apologizing for not doing what they are doing—working at a job I don't like in order to put a husband through school. You begin to wonder if there is something sort of odd about you.

Combining marriage and a career presents tremendous problems if you are interested in academics and happen to have an academic spouse. Some universities still have nepotism rules. Even those who don't have such regulations usually will not have openings for two people. What seems to happen is that the husband works at a prestigious university and the wife has a job at a little known school nearby, even though they both have equal credentials upon leaving graduate school. A career, therefore, does not become a primary focus in the life of the wife in the same sense as it does with the husband.

Children are an impossible addition. There is no way a woman can take ten years off and expect to be as attractive a job candidate as a male her age. Raising children in day care centers is not a very satisfactory alternative.

Getting along on a professional level is sometimes trying for a woman. You are supposed to be aggressive, argumentative and articulate while at the same time "feminine." If I am involved in a disagreement with a male colleague, I am usually the one to give in. Therefore, I am respected for knowing my place. Some of my less knowledgeable female friends, however, have been accused of all sorts of things.

I am really not as discouraged as I sound. As long as I am in school, I don't have to worry about anything. I can't help but wonder what it is going to be like when I get out, though.

Susan Crawley '72

everything required by home and job as major problems. The percentages of respondents listing these and other problems were:

Satisfactory care of children	34%
Appropriate allotment of time	33%
Maintenance of husband's self-esteem	11%
Miscellaneous problems	6%
Division of homemaking activities between husband and wife	5%

Discrimination

Sixty-one percent of all alumnae responding to the survey and 75 percent of the single women feel that working women are not treated fairly in relation to pay and promotions as compared with men. Yet when asked if they felt that being a woman had been a disadvantage to them *personally* in work situations, the majority gave a negative answer.

Thirty-six percent of all alumnae responding and 44 percent of the single women reported that they had personally experienced some disadvantage in their jobs because of their sex. Apparently there is an increasing awareness of discrimination among younger women, indicated by the fact that 54 percent of the alumnae of the sixties and 69 percent of the alumnae of the seventies feel that being a woman is a disadvantage.

Opinion of Women's Lib by Class

OPINION	YEAR OF GRADUATION				
	Before 1940	1940-49	1950-59	1960-69	1970-73
Strongly Favor	24%	8%	9%	19%	11%
Mildly Favor	24%	51%	49%	57%	64%
Mildly Disapprove	27%	22%	28%	18%	14%
Strongly Disapprove	12%	19%	13%	7%	11%
No Opinion Given	12%	—	—	—	—

*Surprisingly, older women
are more strongly in favor
of Women's Lib than
the youngest alumnae.*

Women's Rights

In connection with the issue of women's rights, two questions were asked on the survey to determine the attitude of alumnae toward two current movements: Women's Liberation and the Equal Rights Amendment. (For the results, see tables on these pages.) Interestingly, 24 percent of the alumnae graduating before 1940 strongly favor Women's Lib and another 24 percent mildly favor this movement, while among respondents graduating in the forties and fifties a much smaller percentage (8 and 9 percent respectively) are strongly in favor of it. Among the respondents from the classes of the sixties, 19 percent strongly favor and 56 percent mildly favor the movement. Only 11 percent of the women who graduated since 1970 strongly favor Women's Lib, although 64 percent mildly favor the movement.

According to the comments, Women's Lib has lost favor with some alumnae because of the "harsh, radical" manner in which movement spokesmen have presented their cause. Forty-four percent of the respondents in the sixties and 36 percent of the respondents graduating since 1970 give this as a reason for their disenchantment. Some alumnae say they support the movement because they believe an organized effort is necessary for equal treatment—especially equality in pay and promotions. When all respondents favoring Women's Lib are considered (those favoring it both strongly and mildly),

Opinion of E R A by Class

OPINION	YEAR OF GRADUATION				
	Before 1940	1940-49	1950-59	1960-69	1970-73
Strongly Favor	36%	41%	36%	40%	39%
Mildly Favor	27%	27%	32%	27%	36%
Mildly Disapprove	15%	11%	13%	18%	14%
Strongly Disapprove	9%	16%	6%	7%	11%
No Opinion Given	12%	5%	13%	8%	—

Comments

My late husband said "women are something special." I had rather be something special than equal.

Christine Mahon Sullivan '12

Re Women's Lib, I think I was first aware of the problem while working at the Southern Baptist Foreign Mission Board headquarters in 1952 and realized my woman boss was paid half what the men were for just as much responsibility, was ignored for the executive committee (when she needed to be there for her job), and was told that a man's name must appear on the masthead as editor though she was doing all the work! Such things, of course, linger in the mind.

Jane Sampey '51

My favorable inclinations towards Women's Lib result from the fact that the movement has encouraged employers to recognize the executive capabilities of women. Also, women have become aware of their own professional potential.

I am usually in favor of any movement which encourages opportunities for individual dignity. However, some credence needs to be given to the heredity which differentiates men from women and to the psychology which this heredity promulgates. We respond naturally, one way or the other, to a person's maleness or femaleness. This fact cannot be denied. As a whole, our society is a long way from accepting female professional football players. Perhaps, ideally, we should make no distinction in such categories—if a woman wants to play football and can make the team, then let her. But, personally, I think this is folly. Why press the point of an ideal when realistically you won't ever use it anyway?

Beth Kendrick '70

Seventy-five percent of alumnae responding to the survey favor the Equal Rights Amendment.

Comments

As a graduate of the class of 1926, I have had nearly half a century to "evaluate" my years at the Greenville Woman's College as part of a continuing learning program. Some of the learning has been "formal" in classes at Newberry College, the University of South Carolina, Emory University, and Florida State University—the last at age 57. Twenty years as a teacher in the public schools brought me much more than can be listed as "learning."

My "informal" experiences as wife, mother, daughter, sister, friend, church worker, community citizen gave me "learning" of various kinds beyond the obvious ones of help mate, budgeteer, cook, seamstress, confidant, nurse, decorator—and endless and often untitled curriculum.

Now retired and extremely limited because of health problems, I find I am still using almost every field (including Latin; perhaps, excluding algebra) in finding that life balances pain and disability with beauty, goodness, and laughter. Miss Cox (Mrs. Wadell) taught us many philosophies from Virgil and Cicero, among them: "The foundations of a happy old age are laid in youth."

Should I be placing too much value on my college training were I to state that my years at Furman contributed not only the early skills of my beloved profession, but much of my ability to find happiness today?

Callie Mayre Setzler '26

the percentage of alumnae in favor increases steadily to 75 percent of those graduating in the seventies.

Disapproval of Women's Lib because of contentment with the traditional role of women is highest among Furman's youngest alumnae; 21 percent mention this as a reason for their opinions. Developmentally, these young women are at the age when the role of wife and mother is extremely important and rewarding to them. It is also possible that they perceive the rather strident tone of the Women's Lib movement as a denial of femininity and, hence, undesirable.

The Equal Rights Amendment is strongly favored by a large percentage of respondents in all classes (ranging from 36 to 40 percent) and is mildly favored by an additional 27 to 35 percent. Approximately one out of four of the alumnae surveyed disapprove of the amendment. Alumnae opposing ERA said they do so because total equality for women would not be desirable, because the amendment would cause more problems that it would solve, because it needs to be more explicit, and because the matter of equal rights is already covered in the constitution. Women in favor of ERA said that all men and women are equal and equally worthy and their rights should be protected by law and that the ERA is necessary for women to obtain equal pay and equal compensation for work.

On the whole, a larger percentage of single women than married women seem to favor both movements. Thirty-four percent of the single women strongly favor Women's Lib and 44 percent mildly favor it, while 50 percent of them strongly favor ERA and another 28 percent mildly favor it.

The Value of Education

The majority of alumnae surveyed expressed the opinion that their college education has been very valuable to them. Almost half (45 percent) rated their Furman education as excellent, 36 percent rated it as above average, 17 percent rated it as average, and no one rated it as below average or poor. Ninety-seven of those graduating before 1940 rated it as very valuable, while only 68 percent of the alumnae of the seventies rated it as highly. This possibly reflects the disenchantment of some young people with college. It also indicates

Strongly disa

that younger alumnae are more critical of their education and that, perhaps, they have not yet had time to determine the real worth of their education. On the other hand, while older alumnae probably tend to remember only the good things about their education, they have also had more time to determine its value.

The last questions on the survey concerned the lasting aspects of the Furman experience. When asked to indicate the most memorable aspect of their years at Furman, 31 percent named their professors and 42 percent named their friends. When asked to give the name of a person who had made an impact on their lives or personalities, alumnae listed a number of well known Furman people, including a larger number of women than men (as might be expected from a survey of alumnae).

Listed by more than one person were Miss Eula Barton, Miss Marguerite Chiles, Miss Aileen Coggins, Miss Laura Ebaugh, Dr. Olivia Futch, Mrs. Meta Gilpatrick, Miss Lennie Lusby, Dr. Gerda McCahan, Mrs. David Ramsay, Mrs. Charlotte Smith, and Dean Virginia Thomas. Men listed more than once were Dr. Winston Babb, Dr. Carey Crantford, Dr. D. H. Gilpatrick, Dr. Melvin Hipps, Dr. Alfred O'Dell, Dr. David Ramsay, Dr. DuPre Rhame, Dr. Albert Sanders, and Dean Albert E. Tibbs.

As characteristics of these people, alumnae listed interest and concern for students, ability to arouse intellectual curiosity and make learning exciting, enthusiasm, Christian character, and integrity.

The last question asked alumnae to describe the most exciting learning experience of their college years. As might be expected, responses revealed that significant learning experiences occurred both in and out of the classroom. Concerning academic experiences, many alumnae said that the personality of a particular professor and his (or her) ability to communicate to students his enthusiasm for a subject meant the most to them. Several alumnae of more recent years listed experiences beyond the classroom, such as field trips, foreign study, independent study and field placements, as exciting experiences.

Other alumnae described non-academic experiences such as participation in plays, the band, Furman Singers, which involved a cooperative endeavor aimed at quality

performance, as their most stimulating experiences. Still others mentioned leadership roles in student government and other student organizations.

Summary

If we can draw conclusions about Furman alumnae as a whole based on the findings of this survey, we come up with some interesting facts.

With about three-fourths of Furman alumnae now married, a majority of alumnae believe their roles as wives and mothers are most important. Yet a large majority of all alumnae feel that women can be good wives and mothers and also work. Women who graduated before 1940 and since 1970 are more doubtful about successfully combining these various roles.

More than half of Furman alumnae are working outside the home either full-time or part-time. A majority of these women are working primarily for their own personal satisfaction rather than for financial reasons.

Most alumnae seem to be in favor of the women's rights movement to some degree. Older women as a whole (in this case, all who graduated before 1970) are more strongly in favor of the Women's Lib movement than the youngest alumnae. A majority of all alumnae are in favor of the Equal Rights Amendment.

Most Furman alumnae believe their college education was worthwhile, and many think Furman has had a lasting effect on their lives. □

Ellie Traynham Sturgis, senior psychology major, assisted Dr. Gerda McCahan in compiling statistics and writing this article. Dr. McCahan is professor of psychology at Furman. (See page 13.)

Women's Intercollegiate Athletics

By John Weatherford

The University is taking immediate steps to strengthen the women's athletic program but is waiting one year to take the unretraceable steps.

The state of women's intercollegiate athletics at Furman is improving. The rate of change is much too slow for some, and nearly everyone admits it's long overdue. But the situation is improving.

Recent budget adjustments have resulted in an increase more than four times last year's budget for women's athletics (\$28,698 compared with \$7,020). Yet even with such an adjustment, the women's athletic budget at Furman remains a mere fraction of the men's budget.

Dr. Ruth Reid, health and physical education department chairman, has said she finds the University's current efforts for a more equitable women's athletics program "very, very satisfactory." Dr. Reid's assessment is balanced, however, by a somewhat more militant stance by the women physical education majors at Furman. They believe Furman should have acted sooner and with more money.

University administrators add still another dimension to the problem. With Health, Education and Welfare guidelines only tentative, the administrators are hesitant to enact sweeping changes. Tentative guidelines may change, and expensive changes undertaken by the University could have to be scrapped for even more expensive new programs. The University, therefore, has developed a wait and see attitude.

The problem facing universities in regard to women's athletics is obviously (and expectedly) complex. There is, however, a single dominating factor—the proposed regulations by the Office of Civil Rights of the Department of Health,

Education and Welfare (HEW), implementing Title IX of the Education Amendments Act of 1972.

In essence, Title IX prohibits discrimination on the basis of sex or against minority groups in any educational program or activity receiving federal financial assistance.

The reaction to these guidelines, understandably, has varied. Larger state educational institutions "saw the writing on the wall" and have already initiated, to some extent, programs consistent with the proposed HEW guidelines. Small and moderate-sized private liberal arts institutions have in many instances taken no action at all.

One of the most radical reactions to the proposed guidelines has come from the National Collegiate Athletic Association (NCAA). The association "opposes imposition of unrealistic administrative and operating requirements, drawn by persons totally unfamiliar with the practical problems of athletic administration, in the name of a non-discriminatory sex policy which has already been adopted by the NCAA membership."

Furman's reaction has been somewhere between the extremes. The University is taking immediate steps to strengthen the women's athletic program, but it is waiting one year to take the unretraceable steps.

The existence of any Furman women's athletic program can be traced back to Dr. Reid's arrival 18 years ago. "At that time the girls had only a pick-up basketball team. It wasn't until the next year that

we really had a schedule, and we operated with physical education money only.

"Most people don't realize it, but we have had a budget only for the last six years. The first year, the budget was only \$300, and women's athletics was housed then as it is now under the physical education department. When we started the program, the women physical education instructors agreed to coach. That situation still stands.

"The current situation with women's athletics stems from the organization three years ago of the Association of Intercollegiate Athletics for Women (AIAW), the women's counterpart of the NCAA. At that time the AIAW prohibited athletic scholarships for women. Having a scholarship prevented a girl from playing in AIAW meets.

"Girls at many schools disliked the scholarship clause and thought it unfair, so they took the matter to court. The result was a new scholarship clause." Dr. Reid thinks the stringent AIAW recruitment requirements are headed for the same course as the scholarship clause.

"Furman has been a member of the AIAW from the beginning, and since that time women at Furman have wanted the same advantages men have. Jean Bryant, incidentally, was the first woman physical education instructor hired (in 1971) because of her golf skill and thus her ability to coach golf.

"Also, we have been recruiting women athletes, but we have never asked for a lowering of academic standards or for scholarships for our women. I would hate to see the

Marsha Creedle is a member of Furman's women's tennis team.

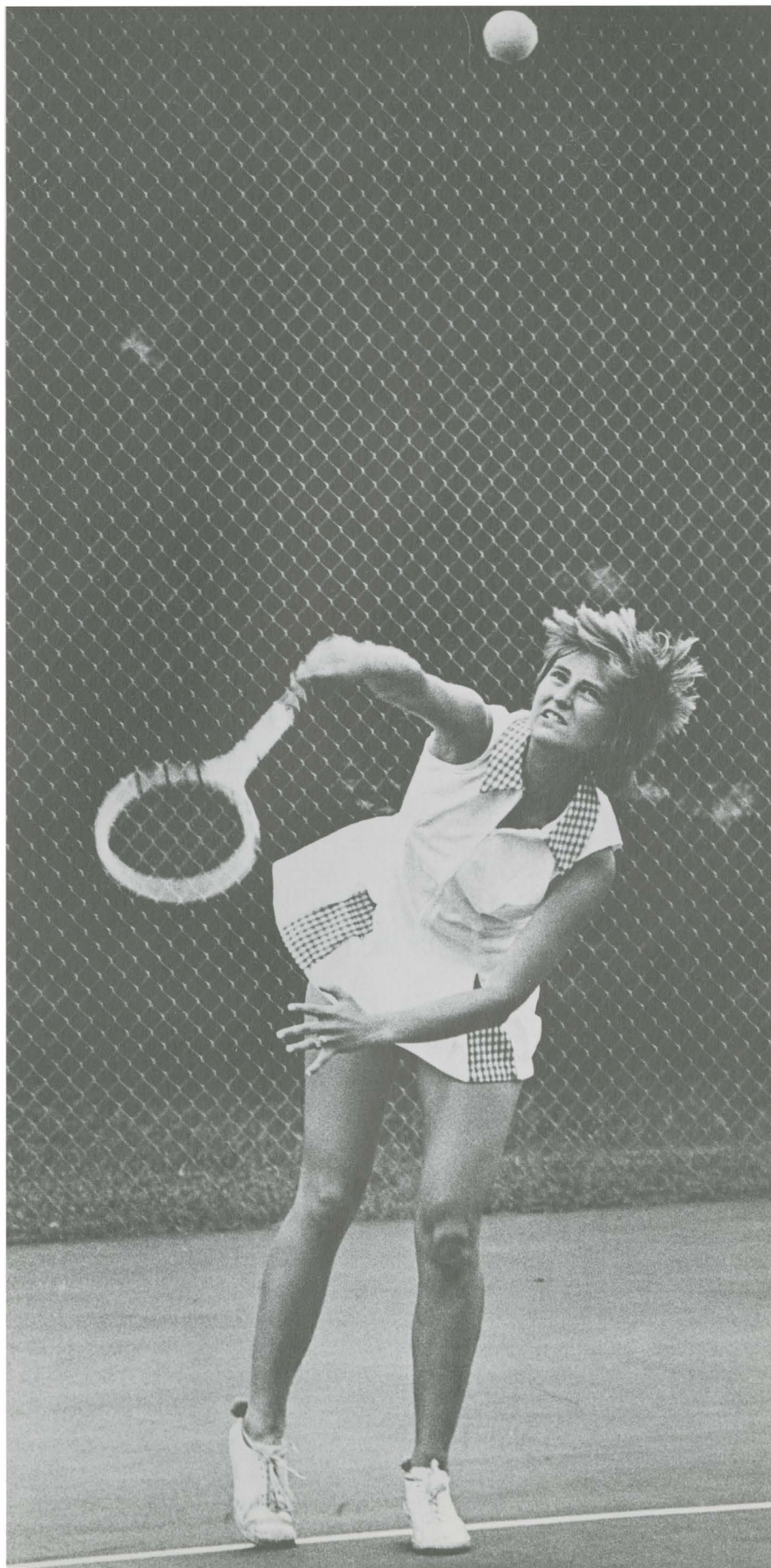
women make the same mistakes as the men, especially the scholarship and grant-in-aid problems. However, I fear they may.

"I would also hate to see the men's programs undercut and hurt because money could be taken away from their programs to more equitably finance the women's. In men's athletics, for instance, football and basketball not only finance their own programs, but they finance others also. This situation is a long way away for women, though. Their entire programs will be 100 percent expense during the first years. Hard feelings could easily result.

"We haven't done everything we have wanted to. And there is inequality, I'll be the first to admit that. We have potentially what could be the best women's college golf team in the United States. I know this because we beat last year's champs by 71 strokes—not eight or nine or 20, but 71, and that's not luck. There was no money budgeted to send the team to the nationals, so special funds had to be raised to send them to California to compete in June.

"Another case—not until two years ago did women get compensation for coaching. They now get some relief from teaching, but the reduction of teaching time is very inadequate. They are simply overworked in teaching and coaching. Other schools completely release women during the season of their sport. I might also point out that no male coaches here have teaching responsibilities.

"After the 1974-75 academic year, women's intercollegiate ath-



*In 1975-76 Furman will
have a separate department
of women's athletics.*

letics will be completely divorced from the health and physical education department. But we have been and are now hurting in the area of coaching.

"Furman now fields six very good intercollegiate teams in gymnastics, tennis, golf, swimming, field hockey, and basketball. Coaches are provided for these teams, but the coaches are overburdened, and the budgets are inadequate," Dr. Reid said.

It was through Dr. Reid's efforts, in fact, that Furman was the forerunner in regional field hockey competition. Although that sport for women had been organized for some 50 years under the United States Field Hockey Association, teams from the Deep South were excluded from regional and national championships.

Dr. Reid founded the Deep South Field Hockey Association for teams in the two Carolinas, Tennessee, Georgia, and Alabama, to provide the avenue for regional and national competition.

"Girls at Furman are aware of the inequality," Dr. Reid noted, "but many colleges need the legal wedge against sex discrimination more than Furman. We are hurting in coaching, but it looks as though the increased budget for next year is on the way to remedying that situation. We are currently looking for a coach with a graduate assistant status for basketball and field hockey. The new budget will also help to maintain a women's training room with a student trainer."

As Dr. Reid pointed out, "the women apparently have the law on their side for the first time," and

the University is waiting to see what they will do with it.

The Furman administration is aware of the importance of the situation and has been receptive to the desires of the women in athletics at Furman, especially during recent months. This spring Dr. Blackwell appointed members to the Non-discrimination and Affirmative Action Committee "to serve over the next several years as Furman takes those steps necessary to bring our personnel practices into line with national policy." Provost Bonner chairs the committee composed of faculty, staff, administrators, and a student.

Dr. Blackwell said Furman is indeed "feeling the impact of Title IX of the Education Amendments Act of 1972, and the regulations finally adopted by HEW and the way they are implemented may have a significant effect on men's athletics in this period.

"Furman has moved voluntarily and early on this matter. Women's athletics, now considered part of the health and physical education department, will be changed next year by the creation of a separate department of women's athletics. Dr. Reid will serve as acting chairman of the department, giving one-sixth of her time to those duties," Dr. Blackwell said.

While he is aware of Furman's own special situation, Dr. Blackwell also views the problem in its larger context. "Among women in physical education and athletics, there are conflicting views as to what is best.

"One group is devoted to the principles of amateurism. They want

to avoid the evils of men's athletics. I think Dr. Reid for the most part holds the beliefs of this group. The other group is, of course, devoted to the ideals of professionalism. They want everything the men have.

"Here at Furman, however, we plan to leave women's athletics much as it is for one year while we study the matter. Recently, the University of South Carolina and the University of North Carolina at Chapel Hill have established departments of women's athletics under the athletic director. We are not sure this is the way most colleges or Furman should go.

"Officially and personally, I believe the equal rights movement has been long overdue, and through our policies at Furman we have not done as much as we should have. I think, however, the HEW guidelines could adversely affect men's intercollegiate athletics," Dr. Blackwell said.

The overall national problem of inequality in women's athletics is apparently complex. For Furman, the matter is also one which will not be easily solved. The number of solutions is nearly equal to the number of groups who have an active interest in the situation. Yet until a permanent solution is found, women's athletics at Furman appear to be advancing, however slowly. □

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