



g at CHFC

A \$1000 grand prize will be awarded in the Poetry Competition sponsored by the World of Poetry, a monthly newsletter for poets.

Poems of all styles and on any subject are eligible to compete for the grand prize or for 49 other cash or merchandise awards.

Says contest director, Joseph Mellon, "We are encouraging poetic talent of every kind, and expect our contest to produce exciting discoveries."

Rules and official entry forms are available by writing to World of Poetry, 2431 Stockton Blvd., Dept. A, Sacramento, California 95817.

BOOKSTORE

9 pm
9 am - 4 pm Tuesday



ARRIVALS

Women see academia like entering convent?

By KATHLEEN WESTMAN

"Due to our present economic restraints women must not be led to believe that they must sacrifice their jobs to give the men — the bread-winners — the scholarships and grants."

UNB was honoured to have lecturer Lorna Marsden, Associate Professor at the University of Toronto and presently chairperson of the Dept. of Sociology there, on Monday October 25th.

Marsden was introduced by Gillian Thompson, who gave a summary of her varied and numerous accomplishments. Marsden has been an adviser to the Rape Crisis Centre in Toronto; Campaign Manager for a woman M.P.; served on Ontario's Committee on the Status of Women; as well as being vice-president of the U of Toronto Faculty Association.

She has numerous books, monographs, and articles to her credit and has spoken out for women since 1972.

Marsden spoke on the topic "University Women: What Is To Be Done." She stated that the number of women in higher education and academia doesn't reflect women's intelligence.

She asked the questions: Are sex and gender considered seriously in advancement? Do they override our chances for opportunity? She cited an example a student who stated "I guess women just don't have what it takes" — this attitude and assumption has been refuted by a number of studies.

Marsden stated that the biggest problem for women was to get into places where they could show how well they could perform. "Barriers to women today are not necessarily legal ones but rather in terms of encouragement or discouragement received as they enter the work force", she stated.

Marsden then went on to say that the barriers in Universities

are sponsorships and the lack of role models. She said that sponsorship is complex, as faculty members advise and encourage studies, provide recommendations and letters of reference. "Ninety percent of jobs are found through contacts," Marsden said. Making sponsorship a potentially vicious system of exploitation if the faculty member favors only those who conform to his/her standards.

The best sponsors Marsden stated were those with contacts in other Universities. She said that women who aren't brilliant or who don't have a chance to demonstrate their brilliance are the ones who will suffer in entry to post-graduate work.

Marsden said that she would like a study conducted on the words used to describe women. She said that in letters of reference women were most often described as "cheerful, adaptable, good mixers," whereas men were described as "serious, studious, ambitious."

Kemper's Theory of reference groups states that there are three types 1) normative; 2) audience; 3) comparison groups. He states that the highest achievers have all of these reference groups wrapped up into one person or one group of people. In using this theory Marsden stated that male students can find all these reference groups in their professors and peers. She cited the example of Mathematicians - males spend the typical day in at 10 home at 7 with the assumption that women will take care of all his needs. For the female math student who chooses to go on to graduate school the technical role model (comparison group) fails badly. There is a conflict in how to manage kids, husband and a career. According to Marsden, achievement striving will be seriously dampened as a result.

Marsden stated that there is a high proportion of single, childless

or divorced women professors. A high proportion drop out entirely and she felt that there was a denial on the part of female graduate students that there would be problems. She said that there was a need for women who were married with kids and were doing well in all areas.

There is a difficulty in part-time part-time practise in education as tenure must be obtained and women professors can not take time off as women do in the legal and medical fields.

She cited an example of a conversation between one professor and two colleagues about scheduling a meeting. He asked the female member if she could meet that evening at 5:30 - she stated that her babysitter left at 5:00 and she really had to be at home. His comment was that so-&-so wouldn't get anywhere as she wasn't serious about her career. He then proceeded to ask a male colleague if he could meet that afternoon at 3:30 the colleague stated that he had promised to take his kids to the zoo that afternoon - the comment was "Isn't so-&-so a wonderful father?"

Studies have been done Marsden states that show that men refuse to bargain with women. Since most salaries are negotiated between deans and faculty members the salary at the beginning of a career is crucial as there will only be so much of an increase over the years. Marsden said that women just don't bargain as well as men.

In supplying statistics on salary comparison she stated that generally men earn 23 percent more than women. And in Universities the figures look like this: at the Professorial level men earn 9 percent more than women; 4 percent more at the Associate level; 4 1/2 at the Assistant level; and 7 percent more at the Lecturer level. At all other ranks they earn 25 percent more than women.

"Task Forces can't deal with all the problems facing women in Universities" said Marsden. "The changes are too subtle to be legal ones, unless we change we are discouraging women by lack of role models, etc."

She stated that no woman would say they had been a victim of outright discrimination that it is more subtle than that. She said that it was easier for women where there was more than one in a department.

"We must learn to change gender role behavior - we don't want to become like male professors - but women should endeavor to establish contacts and change the system from the old boy method to the old girl method," Marsden said.

Marsden felt that most female graduate students see entering academia similar to entering a convent.

Professor Irene Lecky thanked Ms. Marsden and stated that she wished the audience had been filled with women. She also stated that she had never used the word cheerful in her letters of recommendation for females. She said also that Marsden had not expressed how often women are

told that they think like a man.

A question period followed. Professor Vicki Gray expressed the idea that women shouldn't feel pressured to accept the normative model - that a woman doesn't have to be married and have children to be happy.

Marsden responded by stating that most males are married with children and that the model for women is to act as if they don't have a choice which biases things in the opposite direction.

Marsden stated that more women could be encouraged to enter non-typical fields through scholarships and advertising. She stated that graduation from college corresponded with the SES but that working-class women if they gained entry were more likely to finish well once in.

After the completion of the question period a reception was held for Lorna Marsden in Lady Dunn Hall

Prof. Marsden's appearance was sponsored by the UNB Task Force on the Status of Women, the Women's Residences, the University Women's Club, the Associated Alumnae and the UNB Women's Organization.



United Way-getting there!

By JEFFREY IRWIN

The United Way Campaign is almost at their goal. They have collected a total of \$19,019 which is 82.7 percent of the total of \$23,000 here on campus.

Professor Garland hopes to reach the goal by Monday. He asks everyone to please make a

contribution.

The contribution of the cleanup campaign earned about \$50.00 last Saturday inspite of inclement weather. The Nursing Society Rock-a-thon was reported to be a success however no monetary figures were available at press time.

NOTICE
Listen to CHSR to find out how you can win an EPA Flight Bag. Drawing Nov. 8.
Brenda Johnston
Travel Office



Well, people, here is hard and unrefutable proof that we are indeed visited by our "boys in blue here on the campus. Not that any of us have to worry . . .
photo - tremblay

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