

Huskies victors at Atlantic Bowl

by Brian Lennox

The Saint Mary's Huskies demonstrated why they are the number one ranked team in Canada last Saturday in the Atlantic Bowl beating Bishop's 44-10. The Bishop's defence was supposed to be the number one ranked defence in Canada but they could not stop the Saint Mary's offence.

Once again Chris Flynn, Saint Mary's quarterback, threw for over 300 yards and constantly frustrated Bishop's defensive line

with his scrambling ability. Flynn, the Atlantic conference's nominee for the Hec Creighton as the best player in the country, was hurt late in the first quarter. Flynn remained on the bench for almost seven minutes and had the Saint Mary's coaching staff and over 8,000 fans very worried. Soon after his return though Flynn began to move the SMU offence against the Bishop's defence.

Much of the credit for SMU's success this year has gone to Flynn but his receivers are some

of the best in the country. SUM's defence is also vastly underrated as they shut down the Bishop's offence allowing only one touchdown.

With their Atlantic Bowl victory the Huskies will now advance to the Vanier Cup where

they will face the University of Calgary Dinosaurs this Saturday. Saint Mary's also has a chance to win their 11th consecutive game and have a perfect record for the 1988 season. The Huskies should be favoured to win the Vanier Cup but they are facing the best

team they have seen all year and Calgary has an excellent quarterback in Bob Torrence. Calgary had a 9-1 record this season and beat the University of Western Ontario Mustangs 34-15 in London last Saturday. The Vanier Cup will be televised by CTV.

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Pay equity

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University, and the committee proposed that the administration make a formal request to the provincial government for funds to rectify the pay inequity problem.

The report came in response to the government's announcement of legislation of equal pay for work of equal value. The first group to be affected by this proposal would be the civil service, followed by crown corporations, hospitals, and, by 1992, the private sector, which includes universities. In that four-year period, a government committee would work with universities to formulate a competent program for the equity legislation, based on 'equal pay for work of equal value'.

Then-president of the DFA David Lewis said the demand for wage increases was "irrefutable", but felt it was not necessary to attach a four-year waiting period to the application of change in pay, since the facts had been compiled in the report and were available for examination and immediate use. The difference between the government's suggested 1992 plan and the DFA's proposal rests in the fact that the "issue deals with equal pay for equal work and not equal pay for different jobs of equal value," said Lewis.

Of the male professors examined, 73 per cent had tenure, compared with 50 per cent of female professors. 37 per cent of men had the rank of full professor, whereas only eight per cent of women

ranked as full professors. 36 per cent of men were associate professors compared with 29 per cent of women. The most apparent scarcity of women was found in the ranks of the senior academic administration. Also cited was the average wage disparity between men and women; women receive \$40,761 compared to a male professor's salary of \$55,637.

The principal recommendation of the Ad Hoc Committee's 1986 report was that "sex should not be a factor in determining salary, promotion, tenure, or appointment at Dalhousie, except as necessary to correct past inequities." Other recommendations included the development of policies to increase female representation in all ranks and programs; encouraging female students to participate in traditionally male fields; collection and monitoring of information on tenure and promotion; provision of retroactive salaries; and an annual analysis of salary distribution by sex conducted by the president.

Another study, directed by the Canadian Association of University Teachers (CAUT), reinforced the fact that serious gender gaps exist on university campuses. It said that in 1986-87, "only 17 per cent of full-time university teachers were women", which represents a "three per cent increase over a period of ten years". Also mentioned was systematic discrimination, which, defined by the federal government, means "indirect, impersonal, and unintentional discrimination that is the result of inappropriate standards which have been built into the employ-

ment systems over the years", resulting in gender stereotyping. Direct reference to Dalhousie may be found in the high percentage of female staff in the ranks of librarians, counsellors, and instructors, which have historically been dominated by women.

Pay equity acts have been implemented in both Manitoba and Ontario. They have been evaluated by a common value scale, which is "based on a composite of the skill, effort and responsibility normally required in the performance of the work and the conditions under which the work is performed," according to the CAUT report.

In a recent DFA news release on comparability, Carolyn Savoy said, "Unequal salaries for women and men exist in all faculties and disciplines," and that salary gaps are present in all age groups and professoriate ranks.

The DFA recommends that female professors receive pay equal to that of their male counterparts, depending on the female professor's qualifications and years of experience. Savoy said salary disputes are an isolated problem and should be dealt with outside the cost-of-living salary sought by all members of the DFA.

At present, the DFA is demanding that both female and male instructors, counsellors, and librarians receive "across-the-board retroactive salary increases of up to \$3,572 per annum", and that the "corrections to female faculty salaries not be restricted to the agreed-upon ceilings for each rank". The board has proposed that the three groups undergo pay equity reviews and receive the appropriate reimbursements.

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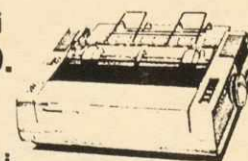
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