



Haverford College

Women at Haverford, Inc.

HAVERFORD. PA. 19041 215-649-9600

June 29, 1977

John R. Coleman
President, Haverford College

Dear Jack,

The enclosed material is the result of our semester's discussions. The Committee is pleased to be able to produce both a report and a series of recommendations which indicate the areas which need attention now. If you either endorse these recommendations or believe they merit consideration, we ask that you transmit them to the appropriate people with a request for prompt attention. We wish to draw your special attention to the area of health services.

The Committee viewed its function as both a fact finding and educational one. Therefore, unless you object, we will release this report to the community at the beginning of the fall semester.

Sincerely,

The College Committee on Women at Haverford:

Tamara Brooks, Associate Professor of Music
Jeffrey Genzer, '78, President of Students' Council
Sandra Malard, Assistant Professor of English
David Potter, Dean of the College
Joseph Quinlan, Assistant to the President
Virginia Raymond, '79, Bryn Mawr
Jane Widseth, Director of Counseling
✓Adolphus Williams, Dean of Student Affairs
John Williams, Associate Director of Admissions

copies to: Stephen G. Cary, Acting President, 1977-78
Members of the College Committee on Women at Haverford

REPORT FROM THE COLLEGE COMMITTEE ON WOMEN AT HAVERFORD

Index

Report

Advising and Curriculum.....	page one
Athletics.....	page two
Security.....	page two
Health Services.....	page three
Career and Psychological Counseling.....	page four
Affirmative Action.....	page four
Customs and Orientation.....	page five

Recommendations

Advising and Curriculum.....	page six
Athletics.....	page six
Security.....	page six
Health Services.....	page seven
Career and Psychological Counseling.....	page seven
Customs and Orientation.....	page seven
College publications.....	page seven
Committee membership.....	page seven

Addenda

Letter from the College Committee on Women at Haverford to the College Committee on Faculty Appointments	page eight
Letter from the College Committee on Women at Haverford to Freshmen and Transfer Students.....	page nine

REPORT FROM THE COLLEGE COMMITTEE ON WOMEN AT HAVERFORD

The College Committee on Women at Haverford was appointed by President Coleman in February, 1977. Its assigned task was to evaluate those aspects of college life which would most directly affect women students at Haverford and to suggest those changes or alterations in approach which seemed necessary to meet the challenge of coeducation.

While Haverford has had annually over a hundred Bryn Mawr students residing at the College as part of the dormitory exchange and while hundreds of Bryn Mawr women take courses at the College and participate in extra-curricular activities, Haverford has never had the occasion to address the question of what it means to be fully responsible for the education of women. In the course of this self-examination the Committee realized that its findings and recommendations would be of benefit to both women and men, new and returning students.

The following concerns have been discussed: advising, curriculum, athletics, housing, security, health services, counseling, career planning, affirmative action in hiring and Customs Week.

Formed as an ad hoc committee, the Committee will continue into 1977-78 as a standing committee. Its role will be expanded to include the consideration of issues which affect all women - students, faculty, staff and administration - at Haverford.

ADVISING AND CURRICULUM

Consultants: Wendy Gollub*, Coordinator, Communications Network, Affective Education Program, School District of Philadelphia
Marcia Levy-Warren, member, Board of Trustees, Princeton University
Colquitt Meacham, Associate Dean of Students, Amherst College

The Committee viewed inclusion of women degree candidates as an occasion for the faculty to review the current advising system and the curriculum. Overt and subtle forms of sexism, in the curriculum as well as the classroom, were identified for discussion in the following areas: the attitudes of the faculty toward women in the classroom; the faculty's unconscious assumptions about the academic interests and capabilities of women students; the inclusion and treatment of material relating to women in course content; the ethical and professional issues regarding sexual relationships between students and faculty or administrators; the use of inclusive language; the alerting of faculty to possible sexism in the research or literature of their fields.

* also Project Cooriginator, "Teaching Skills to Combat Sexism", West Chester State College

ATHLETICS

Consultants: Diana Harrison, Co-Chairperson, Athletics Advisory Committee
Dana Swan, Director of Athletics

The Committee met with the consultants and reviewed the written material presented, which included the following:

- a) a report, entitled "Cost and Impact of Initiating and Developing Women's Athletics",
- b) a letter to the national and regional offices of the Association for Intercollegiate Athletics for Women, which sought help and guidance in the procedure of setting up a Haverford-Bryn Mawr consortium for women's athletics,
- c) two reports on the projected changes in the physical plant — necessary to provide adequate facilities for women.---

The Committee believes that the College should plan and implement from the beginning start a program of athletics for women which provides participation both in the instructional program and on intramural and intercollegiate teams. There person employed to develop the women's athletic program should be someone committed both to identifying and meeting the particular athletic needs of women and to helping build a program which would offer men and women the greatest opportunity to participate in the same activities and on the same teams.

SECURITY

Consultants: James McQuillan, Director of Security
Elmer Bogart, Superintendent of Buildings and Grounds
Marcia Levy-Warren, member, Board of Trustees, Princeton University
Colquitt Meacham, Associate Dean of Students, Amherst College

Colleges which have made the transition from all-male to coeducational institutions have experienced a substantial increase, in some cases of 1,000%, in the incidence of on-campus sexual crime. This phenomenon has been attributed to both the increase in the female population on campus and the publicity attached to the permanent presence of women. Haverford may not be faced with a large increase in sexual crime since there has been a substantial number of women in residence, in classes and involved in on-campus activities for the past few years. Transfer women will not increase this number dramatically, and the publicity surrounding their admission will be minimal. Recently, there have been no sexual crimes recorded at Haverford although it is possible that such crimes have occurred and have gone unreported.

In preparation for the possible future incidence of sexual crime at Haverford, the Committee discussed the need for and structuring of procedures through which the College can both prevent the criminal act and come to the most effective aid of the victim. The discussion raised the following issues: the training of women (through such organizations as Women Organized Against

Rape) to provide personal support for the victim in her dealings with the police, the hospital, friends and family, and her own emotional reactions; the College's relationship with the police and the counseling and support of students who are sexually assaulted off-campus; the question of whether the publicity surrounding the crime is detrimental or beneficial to the situation; the need for increased student awareness of security problems through dorm meetings and the parallel need for more effective lighting and general security procedures.

HEALTH SERVICES

Consultants: Margaret Glédhill, Nurse Director of Health Services
Marcia Levy-Warren, member, Board of Trustees, Princeton University
Colquitt Meacham, Associate Dean of Students, Amherst College
Jenette Wheeler, Premedical Advisor

The Committee agreed on the importance of providing regularly scheduled on-campus gynecological services for individual women students and on the importance of providing a program of gynecological and general health education for both men and women.

Two approaches to satisfying this need were discussed:

- a) that services be provided only by an M.D. trained as a gynecologist,
or
- b) that services be provided by a health professional trained in gynecological care, thus maintaining the possibility that a nurse-midwife be the initial contact with referrals to College-approved physicians either on or off campus for matters requiring a physician's attention.

Those who favored "a" did so in the main for psychological reasons - the reluctance of some students to come to a nurse or the likelihood that some who had gathered the courage for one visit would lose heart between that visit and an off-campus referral.

Those who favored "b" did so because they felt no compelling case had been made for "a" and because they were unwilling to foster the stereotyped view that only an M.D. trained as a gynecologist could give professional help. They also felt that still another kind of important education can take place by having a professional such as a nurse-midwife render the services.

The person hired to provide this service would also initiate and oversee an ongoing educational program in the areas of both gynecological care and general health.

CAREER AND PSYCHOLOGICAL COUNSELING

Consultants: Dorothy Blanchard, Director of Career Planning
 Marcia Levy-Warren, member, Board of Trustees, Princeton University
 Colquitt Meacham, Associate Dean of Students, Amherst College
 Jane Widseth, Director of Counseling

The Committee considered the psychological and career counseling needs of women matriculants and recognized the danger of creating an artificial distinction between male and female counseling needs which could cause women to be inappropriately perceived as having isolated needs in these areas, needs not common to both men and women. The Committee felt that a rapidly changing society and the emerging societal consciousness of changing sexual roles need to be considered by both men and women, as students prepare to survive and excel in the larger world.

The Committee discussed how to present these issues to the community. We discussed creating seminars and workshops on topics including - but not limited to - career options, changing sex roles in the traditional male/female socialization process, the interrelationship between careers and new "living options", studies of the future of specific disciplines (i.e. law, education, medicine, the arts, etc.) the impact of the women's movement on men, women and society at large.

AFFIRMATIVE ACTION

Consultant: David Potter, Affirmative Action Officer

The Committee discussed the addition of women to the faculty since the affirmative action program began in 1972. David Potter provided the following statistics regarding faculty appointments:

- 1) Of the 67 permanent (tenure-track) positions, 8 are held by women - 11.9%.
- 2) Permanent (tenure-track) positions filled since 1972

	total no. of appts.	women
1972-73	3	1
1973-74	3	0
1974-75	4	2
1975-76	4	1
1976-77	3	1
1977-78	5	2

Of the 22 permanent positions filled since 1972, 7 were held by women - 31.8%.

- 3) Temporary full-time positions filled since 1972

	total no. of appts.	women
1972-73	4	1
1973-74	2	0
1974-75	2	0

	total no. of appts.	women
1975-76	3	1
1976-77	6	2
1977-78	10	5

Of the 27 temporary full-time positions filled since 1972,
9 were held by women - 33.3%.

4) Temporary part-time positions filled since 1972

	total no. of appts.	women
1972-73	10	7
1973-74	9	3
1974-75	16	9
1975-76	13	7
1976-77	12	5
1977-78	9	5

Of the 69 temporary part-time positions filled since 1972,
36 were held by women - 52.1%.

The Committee was also concerned about the number of women in administrative positions. The following figures were provided by Joseph Quinlan, Assistant to the President.

- 1) In 1977-78, there are 6 administrative officers, none of whom are women (one position will remain vacant throughout the year).
- 2) In 1977-78, there are 8 senior administrators, 2 of whom are women - 25%.
- 3) In 1977-78, there are 18 junior administrators, 10 of whom are women. (one of these positions will remain vacant for the year and two of these positions have yet to be filled)
Of the 15 positions now filled, 10 are held by women - 66.6%.
Of the 28 positions filled since 1972, 13 were held by women - 46.4%.

The Committee has sent the appended memo (page eight) regarding its concern about Haverford's commitment to women to the newly formed College Committee on Faculty Appointments.

CUSTOMS AND ORIENTATION

Consultants: Steven Gellman
David Hilbert, Chairmen of the Customs Committee

The Committee was pleased that the Customs Committee is giving special consideration to the arrival of both men and women transfer students.

A member of the Resident Customs Executive Committee is a student who transferred from Bryn Mawr to Haverford. It is hoped she will be an important link between women new to Haverford and the Customs program. Resident Customsmen assigned to live on floors with transfer women were selected on the basis of their sensitivity to women's concerns.

The Committee agreed that it is important for the College to provide students with the choice between single-sex and coeducational dormitories.

RECOMMENDATIONS

The College Committee on Women at Haverford recommends:

- the appointment of Marcia Levy-Warren (or a person of similar background) as a consultant to design a year long program of seminars and workshops in conjunction with the appropriate departments and offices of the College in order to explore further the concerns discussed in this report, to help implement some of the recommendations and to act as a resource person for the College Committee on Women at Haverford. Activities in which we suggest she be directly involved will be indicated by an asterisk.

Re: Advising and Curriculum, we recommend:

- *-the creation of a workshop on advising which includes discussion of the following concerns: faculty expectations and attitudes regarding women; unconscious assumptions about the academic interests and capabilities of women students; the ethical and professional issues regarding sexual relationships between students and faculty or administrators; the use of ~~inclusive~~ inclusive language; possible sexism in the research and literature of ~~specific~~ specific disciplines.

- examination of the curriculum for the inclusion and treatment of material relating to women and women's issues.

- a study of the advisability of creating courses in women's studies.

Re: Athletics, we recommend:

- the provision of equal opportunities for women and men in intercollegiate, intramural and instructional programs, as proposed by the Athletics Advisory Committee.

- the design of a program which affords men and women the greatest opportunity possible to participate in the same activities and on the same teams.

- the provision of equal physical facilities for women and men.

Re: Security, we recommend:

- *-the development of procedural guidelines for the handling of sexual crime, both on and off campus - specifically, the procedures to be followed by security guards, policies regarding police involvement and press coverage.

- *-the training of women counselors to provide personal support to a victim of sexual assault, to help her deal with police, the hospital, family and friends and to help her handle her own emotional reactions.

- *-the design of an educational program which would increase the awareness regarding security problems and develop methods for reducing criminal occurrences through precautions.

- improved campus lighting.

-increased security in the gymnasium and the installation of an alarm system in the women's locker room.

Re: Health Services, we recommend:

-that, by the fall of 1977, we have regularly scheduled gynecological services on campus provided by
 either an M.D. trained as a gynecologist
 or a health professional trained in gynecological care
who would design and help implement an ongoing educational program in gynecological care and general health.

Re: Career and Psychological Counseling, we recommend:

*-the creation of a series of seminars and workshops, coordinated through the office of the Dean of Student Affairs and with the Directors of Counseling and Career Planning, which would focus attention on topics including, but not limited to: career options, changing sex roles in the traditional male/female socialization process, the interrelationship between careers and new "living options", studies of the future of specific disciplines (i.e. law, education, medicine, the arts, etc.), the impact of the women's movement on men, women and society at large, and sexism in both written and verbal language.

Re: Customs and Orientation, we recommend:

-the annual provision of a choice between single-sex and coeducational dormitories.

Re: College publications, we recommend:

-that all printed materials be reviewed and updated to use inclusive language.

Re: Committee membership, we recommend:

-the appointment of a woman transfer student to the Committee as soon as possible in the fall.

TO President John R. Coleman & FROM The Committee on Women at Haverford *
The College Committee on Faculty Appointments DATE: May 9, 1977

The Committee on Women at Haverford supports special efforts to increase the number of minority group members and women in the Faculty and the Administration (full time and part time). While supporting these goals, the Committee wishes to go on record as unequivocally stating that we are not in support of discriminating against one group for the purpose of adding other groups to the campus, (e.g., choosing minorities over woman).

The Committee believes this commitment is crucial to the betterment of the community and therefore urges the Administration and CCFA to inform the community of their respective views.

* Tamara Brooks
Jeff Genzer
David Potter
Joe Quinlan
Virginia Raymond
Jane Widseth
Adolphus L. Williams, Jr
Jack Williams

cc The Faculty
The Student Council
The Minority Coalition



Haverford College

HAVERFORD, PA. 19041 215-649-9600

June 24, 1977

Dear Freshmen and Transfer Students:

Welcome to Haverford's first coeducational year. Our committee, formed by President Coleman after the Board of Managers made its decision to admit transfer women, was originally charged to evaluate those aspects of college life which would most directly affect Haverford's women students and to suggest those changes or alterations in approach which seemed necessary to meet the challenge of coeducation. While Haverford has had annually over a hundred Bryn Mawr students residing at the College as part of the dormitory exchange and while hundreds of Bryn Mawr students take courses at the College and participate in extra-curricular activities, Haverford has never had the occasion to address the question of what it means to be fully responsible for the education of women. In the course of our self-examination we realized that our findings and recommendations would be of benefit to both women and men, new and returning students. Some of our specific concerns have been curriculum, advising, athletics, housing, security, health services, counseling, career guidance, affirmative action in hiring and Customs Week.

We would like you to know that the committee will be meeting throughout the coming academic year, under the administration of Acting President Stephen Cary. We invite you to get in touch with us, either directly or through any one of our members, if there are issues or problems concerning women (or women and men) which you would like to share with us - issues which concern you as an individual or which seem to you to have a more general application.

We wish you a good summer and look forward to your arrival at Haverford.

Sincerely,

The College Committee on Women at Haverford:

Tamara Brooks, Associate Professor of Music
Jeffrey Genzer, '78, President of Students' Council
Sandra Malard, Assistant Professor of English
David Potter, Dean of the College
Joseph Quinlan, Assistant to the President
Virginia Raymond, '79, Bryn Mawr
Jane Widseth, Director of Counseling
Adolphus Williams, Dean of Student Affairs
John Williams, Associate Director of Admissions