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## Lick responds to task force report

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# Lick responds to task force report

## Changing attitudes is key to solving problem of unequal treatment of women at University of Maine, president says

by Lisa Cline  
Staff Writer

University of Maine President Dale Lick said changing people's attitudes is the first step toward solving the problem of unequal treatment of women on campus.

Lick, responding to the Report of the Task Force on the Status of Woman, said one of the report's main objectives was to make people aware of the problem.

"Our success (will be) based on changing attitudes," he said. "If we cannot change attitudes, we will fail."

Suzanne Estler, director of Equal Opportunity and a member of the task force, agreed that changing people's attitudes is important.

"You can make people follow the letter of the law, but that doesn't always lead to change," Estler said.

Change comes about through education and awareness, she said.

Lick said he is "amazed at the lack of awareness at how women are treated at the university and in society."

According to the 1988 Task Force Report on the Status of Women, women faculty members are paid less on average than their male counterparts. The task force also found that there are considerably fewer women in higher faculty and administrative positions at UMaine.

Also, the report indicated that female students often feel discriminated in the classroom.

The task force was appointed by President Lick in 1987 to study the treatment of women on campus.

The 104 recommendations included in the first draft of the implementation plan are designed to rectify the existing

inequities at the university, Lick said.

Many of the recommendations regard the sponsoring of programs and workshops designed to educate the university community about the rights of women.

For example, a workshop on non sexist language and sexual harassment sponsored by the Women in the Curriculum and the Office of Equal Opportunity is already being offered and will be offered again in the future.

The plan also provides for the hiring of women to fill the next available positions of vice president and dean.

Currently, there are no female vice presidents employed at the university and just one female dean.

The establishment of two administrative internships for

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# • Female

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women, and the development of a mentor system for female employees are also recommended.

These recommendations, Lick said, reflect the university's commitment to creating an environment with female role models.

Also recommended is the establishment of a professional staff salary structure.

The proposed structure would include an equitable job evaluation and description of system, an updating of job descriptions, and the correction of pay inequities.

According to Samuel D'Amico, associate vice chancellor for Human Resources, the UMaine System and the Maine Professional Staff Association are addressing this recommendation.

Last fall, D'Amico said, the UMaine System was given \$2.7 million by the Maine Legislature to correct the pay inequities of classified employees, such as clerical workers and custodial staff.

Other issues addressed in the plan include the expansion of women's health and child care services, the recruitment of women students into traditionally male-dominated areas of study, and the implementation of programs to promote the development of leadership skills among women.

Lick said the recommendations included in the Implementation Plan are designed to generate feedback from the university community before a final plan is drafted.

Evelyn Newlyn, director of the Women in the Curriculum Program and a member of the task force, said she was pleased with the "spirit" of the university's response.

Newlyn said the fact that Lick addressed every recommendation of the task force report demonstrates an understanding of the problem and a long term commitment to solving it.

Overall, Estler said she was pleased with the recommendations but said she thinks some areas should be looked into further.

For example, she said she would like the report to be more specific about the funding for some of the proposed programs.

Lick said funding for the programs will be provided through the university's regular budget as well as through private sources.

He said the university has not yet determined how much it will cost to implement the programs.

For now, he said, the university is primarily concerned with creating the foundation for change.