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ABSTRACT

This study investigated the role of women in the administration of state universities and land-grant colleges. Findings and conclusions were based on 146 usable responses from chief officers of multi-campus institutions and 101 responses from women in top-level administrative positions. Results of the questionnaire indicated: (1) There is a relationship between the position of women in top-level administration and the birthplace of their fathers, the occupation of their mothers, whether or not they have children, the provision for child care, the number of years devoted to childbearing, what they thought helped them gain their positions, to whom they were directly responsible, and their reasons for working. (2) There is a relationship between the academic rank of women in top-level administration and their ages, the type of institutions attended at the master's and doctoral level, the reception of financial aid at the master's level, the number of positions held, the number of states in which worked, what they thought helped them gain their positions, for what they were responsible, and their reasons for working. (3) There is a relationship between the salary of women in top-level administration and the geographical regions of employment and birth, the occupation of their fathers, the education of their mothers, the type of institution attended at the master's and doctoral level, the holding of a doctoral degree, what they thought helped them gain their positions, to whom they were directly responsible, for what they were responsible, whether they carried out policy or transmitted decisions, and the availability of tenure as administrators.
(Author/MJM)

THE ROLE OF WOMEN IN ADMINISTRATION IN STATE
UNIVERSITIES AND LAND-GRANT COLLEGES

by

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The Purpose

The purpose of this study was to investigate the role of women in the administration of institutions of higher education. More specifically, the role of women in the administration of state universities and land-grant colleges was investigated. An attempt was made to answer the following questions based on information solicited from college and university presidents or other chief officers during the academic year 1970-71: (1) What proportion of top-level administrative positions were held by women in state universities and land-grant colleges? (2) How many women have been appointed to such administrative posts in the past five years? (3) How many women have applied for and been considered for administrative vacancies in the last five years in state universities and land-grant colleges? (4) What were the stated attitudes of state university and land-grant college presidents or other chief officers in hiring qualified women in accordance with the specifications of a top-level job and in giving equal consideration to such women?

Information was solicited from women in administrative positions in state universities and land-grant colleges to attempt to determine if there were a relationship between position, academic rank, and salary and personal background, educational background, professional experience, duties and responsibilities, and attitudes on employment status.

Procedures

The descriptive study was census oriented and utilized the survey technique. The entire population of 118 member institutions of the National Association of State Universities and Land-Grant Colleges was chosen to provide data. Findings and conclusions were based on 146 usable responses from chief officers of such multi-campus institutions and 101 responses from women in such top-level administrative positions as president, provost, chancellor, vice-president, dean (other than nursing or home economics), business officer, and director of an academic program or institute on such campuses.

The instruments used in the study consisted of two questionnaires, the ROWA-1 Form, sent to presidents or chief officers of multi-campus institutions, and the ROWA-2 Form, mailed to women in top-level administrative posts in these institutions, as identified by the first form. All data received through both instruments, were tabulated in a manner to facilitate analysis. Frequency distributions were used to summarize the number of responses to each item on the questionnaires. The statistical test used in the analysis of the data from the ROWA-2 Form was the chi square. This test was used to determine the presence or lack of a relationship between two variables in the population sample of women administrators when compared by position, academic rank, and salary.

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Findings

The findings of the study based on the analysis of the data received from the ROWA-1 Form were summarized as follows:

1. The most frequent respondents representing state universities and land-grant colleges were the institutional or educational research officer or the chief administrator.
2. The median number of full-time professional faculty in the state universities and land-grant colleges was 685.
3. The approximate ratio of male to female faculty members in state universities and land-grant colleges was 5 to 1.
4. Over one half of the state universities and land-grant colleges did not have women in top-level administrative positions. The median number of males in top-level administration was 18, while the median number of females was zero.
5. The following seventeen states had no females in top-level administration, according to the limitations of the study: Arizona, Arkansas, Connecticut, Hawaii, Idaho, Kansas, Kentucky, Maine, Maryland, Mississippi, Montana, New Hampshire, New Mexico, Oklahoma, South Dakota, West Virginia, and Wyoming.
6. Sixty percent of the institutions surveyed did not have women as administrators who met the criteria of the study.
7. Over one half of the institutions queried did not appoint women to administrative posts in the last five years prior to the study.
8. Over one third of the institutions did not consider women for administrative posts during the last five-year period.
9. Ninety-three percent of the institutions surveyed stated that they would consider qualified women for top-level administrative posts.

The findings of the study based on the analysis of the data received from the ROWA-2 Form were summarized as follows:

1. There is a relationship between the position of women in top-level administration and the birthplace of their fathers, the occupation of their mothers, whether or not they have children, the provision for child care, the number of years devoted to childbearing, what they thought helped them gain their positions, to whom they were directly responsible, and their reasons for working.
2. There is a relationship between the academic rank of women in top-level administration and their ages, the type of institution attended at the master's and doctoral level, the reception of financial aid at the master's level, the number of positions held, the number of states in which worked, what they thought helped them gain their positions, for what they were responsible, and their reasons for working.
3. There is a relationship between the salary of women in top-level administration and the geographical regions of employment and birth, the occupation of their fathers, the education of their mothers, the type of institution

attended at the master's and doctoral level, the holding of a doctoral degree, what they thought helped them gain their positions, to whom they were directly responsible, for what they were responsible, whether they carried out policy or transmitted decisions, and the availability of tenure as administrators.

Profile of the Woman in Administration in NASULGC

Personal Background: Resides in the South; born in North Central region; first born in a family of two children; father was a professional man who went to college but had no degree; mother was born in South, housewife, attended high school; father was born in the South or a foreign country; over 50 years of age; no children; if children, they are over 18 years of age; children away in school or college, not in minority, or are in self-care.

Educational Background: High school class under 100; received B.A. Degree from public institution in North Central region with no financial aid; received M.A. Degree from public institution in Northeast with no financial aid; no doctoral degree; if held, received Ph.D. Degree from private institution in Northeast with scholarship, assistantship, or fellowship; not presently enrolled in graduate program.

Professional Experience: Administrative level below assistant dean; less than professor in academic rank; below \$20,000 in salary; has held from one to five positions, has served in one to three institutions, initial institution non-higher education; worked in one state and not changed geographic regions; became administrator when over 35 years of age; qualifications helped to gain present position; advice: have friends, know institution, possess certain personality characteristics.

Duties of Position: Has prime responsibility for personnel and academic program; confidence and authority to make decisions; responsible to administrator other than governing board, chancellor, president, or vice president; personally carry out policy, delegate authority, oversee implementation, and transmit decisions.

Attitudes: Plans to remain in administration; has no second job; if does, is teaching; if married, husband's attitude on her working is favorable; service and dedication and challenge rank highest as reasons for working; occasionally finds it an advantage to be a woman; does not consider sex a factor in selection or promotion but does not think women are promoted as readily as men; considers the representation of women in administration unfavorable in proportion to the women enrolled in her institution; tenure is not available as an administrator but she has never been denied tenure because of sex.

The profile was created by using the most frequently mentioned responses on the ROWA-2 Form; however, no one administrator would possess all the characteristics identified in the responses.

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