



Summer News

Arizona State University

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Through legal provision

Women educators gain in bias fight

The article below appeared in *The Chronicle of Higher Education* of Feb. 26, 1973. Its author is Dr. Bernice Sandler, executive associate and director of the Project on the Status and Education of Women at the Association of American Colleges.

Hidden away in Title IX of the Education Amendments of 1972, and virtually unnoticed by the educational community, is a small section that extends coverage of the Equal Pay Act to executive, administrative, and professional employees. All faculty members and other professional employees in all educational institutions are thereby protected.

Unequal pay on the basis of sex is also prohibited by both Executive Order 11246 and Title VII of the Civil Rights Act, but the inclusion of faculty members under the Equal Pay Act will do far more than merely duplicate

existing legislation. The Equal Pay Act was the first sex-discrimination legislation enacted by Congress, and it has been successful in getting women millions of dollars of back pay.

Its importance will be felt on campuses across the country, because its procedures differ markedly from both the Executive Order and Title VII.

The act is enforced by the Wage and Hour Division of the Employment Standards Administration in the Department of Labor. It is similar to the Executive Order in that reviews can be conducted without a complaint having been filed.

In fact, one of the major advantages of the Equal Pay Act is that its complaint procedures are very informal, and very different from those of Title VII. The latter requires a notarized complaint, so that an individual woman must

proclaim herself a victim, with all the attendant dangers of possible harassment and damage to a professional career.

In contrast, the Wage and Hour Division will investigate any institution on the basis of a letter or telephone call or anonymous tip. The latter is hardly necessary, for — unlike the procedures under the Executive Order and Title VII whereby the individual complainant's name is revealed to the employer — under the Equal Pay Act, the name of the complainant is not revealed. The anonymity of both the complainant and the employer is protected.

No Documentation Needed

Any person—employee or not—can look in the telephone directory for the phone number of the nearest regional office of the Wage and Hour Division, the Department of Labor, and report one's suspicion that there is a violation of the Equal Pay Act at X institution. A particular department of occupational classification or individual can be specified; no documentation is required. The identity of a complainant or person furnishing information is never revealed without that person's knowledge and consent.

An employer often does not know that someone has called the Wage and Hour Division. Under the act, the government has the power to conduct routine reviews, whether or not a complaint has been reported.

A woman might call, stating that she suspects she is being underpaid in the English department. Within a few weeks, a compliance officer will appear at the institution to do a "routine check." The investigator can review the entire establishment or may choose to limit the review

to a few departments, apparently chosen at random but obviously including the English department.

If a violation is found, the employer is asked to settle on the spot: to raise the salaries of the underpaid persons and to give back pay. The statute of limitations allows two years' back pay for a non-willful violation and three years' back pay for a willful violation (but, for academic employees, not prior to last July 1, when the law first covered faculty members).

Should an institution refuse (and most don't), the Department of Labor can take the employer to court. However, 95 per cent of the cases have been settled without recourse to litigation.

Employers often settle not only because they are clearly in violation of the law, but also because court cases involve public disclosure of the findings. If the case is settled without litigation, the institution's name is not revealed.

No Wage-Hour Backlog

Although the Equal Employment Opportunity Commission and the Department of Health, Education, and Welfare—which enforce, respectively, Title VII and the Executive Order—are backlogged and understaffed, there is no appreciable backlog at the Wage and Hour Division. (This is likely to change as the word gets out to academic women.)

Under the Equal Pay Act, jobs do not have to be exactly the same. In numerous cases the courts have ruled that "equal . . . does not mean identical. Insubstantial differences in the skill, effort, and responsibility of particular jobs should be ignored." Jobs need only be

substantially equal.

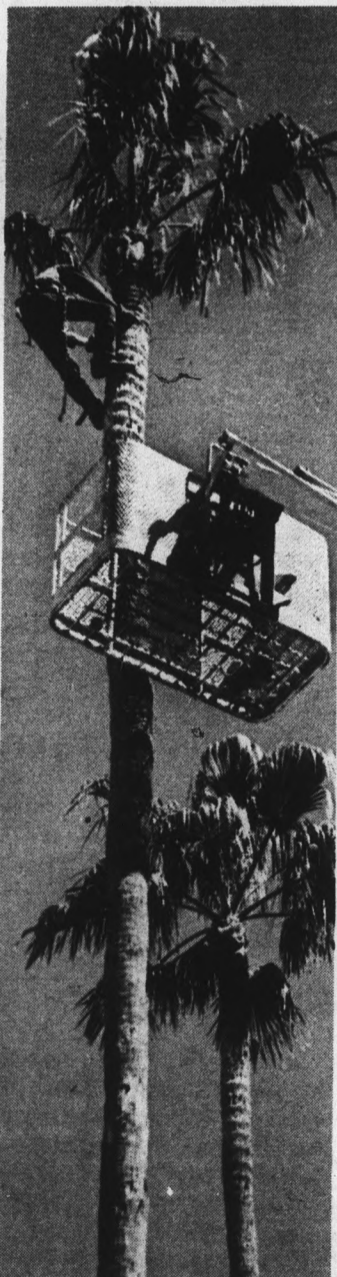
Differences in pay based on merit or seniority are allowed, provided that the merit or seniority systems are not in themselves discriminatory on the basis of sex. The Equal Pay Act is concerned only with salary differences; discrimination in hiring, promotion, and other aspects of employment including pay are covered by the Executive Order and Title VII.

Women can complain simultaneously under the Equal Pay Act, the Executive Order, and Title VII. However, with its promise of a quick investigation coupled with anonymity, the Equal Pay Act is likely to turn out to be the Sleeping Beauty of the various sex-discrimination laws and regulations.

Already, several institutions have had to raise salaries of maids who have received less than janitors doing essentially the same work, and at least one institution recently increased a woman faculty member's salary by \$4,000 as a result of an Equal Pay investigation.



Well, tomorrow's TGIF, and the troops will be making it home for what's left of the summer.



But for the people who work at ASU full-time it's only a period of fewer bodies and the opportunity to whack away at palms and such things in preparation for the Fall masses.



Big Manzi and a frat house are getting ready, too. In a week or so they'll be greeting new arrivals who'll say such things as,

"Heavens, what a lush interior." The approaching storm in the background has double significance.



ASU group aids rural towns

A young lady whom we shall call Greta was in for a whale of a nightmare surprise when she married a young Navy seaman in the Casa Grande area a few months ago.

Shortly after their marriage he was transferred, as may be expected in the Navy, to the high seas. As he departed, however, he left behind a two-year-old son from a previous marriage for his new wife to "mother."

It was tragic that the little

boy had received brutal treatment — including beatings and cigarette burns — while staying with his real mother and her live-in boyfriend. As a consequence he was almost impossible to control.

His tantrums and nighttime screams, pitiable in him, also were double trouble for his step-mother, for she shared an apartment with another girl — an 18-year-old divorcee with a two-year-old son of her own.

This was the situation

facing Ken Hennefer, director of the Special Community Services Unit at ASU, when he was called in to help by the Western Pinal County Red Cross.

Greta originally had called the Red Cross in an emergency appeal to get her husband home.

"Quite simply, she is very young and has had no children-rearing experience," Hennefer said.

"She was a bit overwhelmed with a child this age and all the included problems in

being responsible for him."

His previous maltreatment had damaged the child to some degree, according to Hennefer. "The young woman is having difficulty with child-rearing patterns and wants to start adoption procedures immediately. This needs to be done as soon as possible."

Hennefer now is trying to get Greta's husband temporarily reassigned to this area so the little boy will have a father-figure present

in the transition period before adoption.

Greta also receive counseling until her problems are erased or solved.

And this is only one of 31 Red Cross referrals which Hennefer's unit has handled since January.

Subordinate to him are six grad students in the Graduate School of Social Service Administration and 15-20 students at Central Arizona College.

They work in a rural seven-town area in Pinal County, about 60 miles south of Phoenix, with headquarters in Florence.

For the past three years the ASU students in the group have interned in Casa Grande, Coolidge, Florence, Eloy, Stanfield, Maricopa and Randolph, to help residents realize their goals of community development and organization.

Hennefer describes the students' roles in this line of work as "touchy at best" and "impossible at worst."

In these rural communities "students just can't walk into the towns and be 'know-it-alls,'" he explained. "as soon as the townspeople recognize that a student or social worker is condescending to them, they shut him off."

Experience has shown the unit that to be accepted it must work within the system, to include three deciding forces: (1) the community's economic base; (2) law enforcement agencies; and (3) existing political structures.

The social workers have discovered they must form close working relationships with various agency personnel and "tune-in" to the community's informal power structure also.

"When we began our work we found we had to prove our salt," Hennefer said. "To do this, we accepted referrals from existing agencies and encouraged members of our advisory board (drawn from the community) to make referrals themselves."

Regular registration for Fall starts Aug. 21

Walk-through registration for the Fall semester at ASU will be conducted Aug. 21-14 along with curriculum adviser consultations.

Registration packets may be obtained in the Memorial Union's Rendezvous Lounge from 8 a.m. to 3 p.m. Aug. 21-23 and from 8 to 11:30 a.m. Aug. 24. For evening students the period is from 6 to 8 p.m. on Aug. 22.

The locations where class cards may be picked up can be found in class-schedule booklets available at all departmental offices.

The times to obtain those cards — for regular students — are 8 a.m. to 4 p.m. Aug. 23 and 8 to 11:45 a.m. Aug. 24. Fees may be paid in the Women's Physical Education building from 8:30 a.m. to 4 p.m. Aug. 23 and from 8 a.m. to noon Aug. 24.

Class cards for evening students will be available from 6 to 8 p.m. Aug. 22, with fee payment to be made between 6:30 and 8:30 p.m.

Partially pre-registered and handicapped students may pick up their class cards on Aug. 22 from 9 to 11 a.m. and pay fees in Women's PE that same day from 9:30 a.m. to 1:30 p.m.

Late registration will be conducted in the MU Arizona Room from 8 a.m. to noon and from 1 to 3 p.m. on Aug. 27, 29, 30 and 31. The hours for Aug. 28 are 6 to 8 p.m.

Instruction begins on the morning of Aug. 27.

Gov jobs nationwide offer stiff competition

Liberal Arts graduates seeking positions staffed through the Federal Service Entrance Examination face severe competition nationwide due to increased numbers of high-qualifying candidates.

This warning was given in the August issue of "Career Concerns," a monthly newsheet published by the staff of the Career Information Division at Arizona State University.

The newsheet said with the sharp decline in 1972-73 job appointments few candidates are being reached with scores below 96 on the examination.

With around 12,000 eligibles currently listed on the San Francisco Region FSEE register (Arizona eligibles included), the ratio of total eligibles to the number of anticipated appointments is roughly 20 to 1.

However, the report continues, agencies nationwide will staff college entry vacancies as soon as the funding picture becomes clear.

June graduates interested in federal government employment who have taken or plan to take the examination are urged to keep employment options open through September if possible.

Agencies currently recruiting engineers include the Environmental Protection Agency, the Patent Office, the

Federal Highway Administration, the Air Force, the Army Corps of Engineers, the Bureau of Reclamation, and the Forest Service.

Architects are in short supply in all areas except Washington, D.C., New England, and the Northwest.

In education, though competition is keen, majors in this field may be interested in applying for positions with the Bureau of Indian Affairs, which operates 200 elementary and secondary schools.

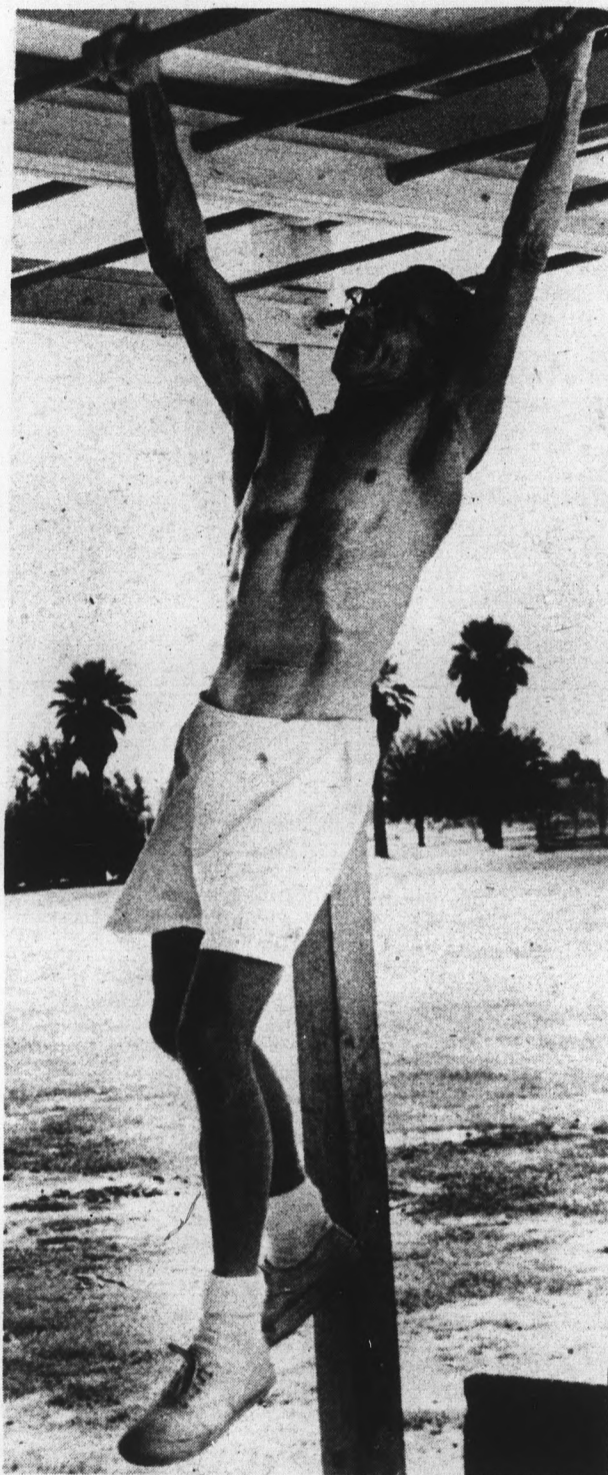
The Bureau of Prisons is recruiting correctional officers and correctional treatment specialists from the social service field.

Accounting opportunities vary greatly, and are best in Washington, D.C. and New York, where hiring and eligible applicants are barely in balance.

Qualified applicants in the health fields are still in demand. Medical technology; physical, occupational, and correctional therapies; and nursing offer greatest possibilities.

Most positions are with Veterans Administration hospitals, but opportunities also exist with the Navy.

The newsheet warns this is not a good year to try for government employment in the agricultural and biological sciences areas.



Swing it, gramps.

The inconsiderate sentiment of a cocky adolescent? Hardly. It's admiration. This gent with the Popeye muscles punches out chin-ups like granny does cookies. As he finally descended from the bars he smirked and asked, "Pretty good for a 60-year-old man, huh?" A youthful bystander, suitably astounded, began,

"What's yer name, healthy stranger . . . ?" But the geezer with casaba-pectorals was gone in a cloud of athletic dust.

Dave Schiller will hold personal consultations on emerging growth stocks in areas such as medicine (artificial kidneys, heart-lung equipment, blood oxygenators, etc.), pharmaceuticals, and non-toxic insect control methods. Free of charge. CONTINENTAL AMERICAN SECURITIES. 263-0020

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Frontier Employment Service, 525 Mill, Suite 101—967-2069. See us first for all types of jobs. Closest to ASU campus.

Arizona weed critters assault cow tum-tums

American beef prices have skyrocketed to the appalling levels that they have in the last few months in part because a deadly little Arizona critter has been preying on the plaintive old Bossy population.

Since June 1 a little plant known as larkspur, harmless in appearance as a garden delphinium with spurred blue or violet flowers, has killed more than 1,000 cattle in the upper elevations of the West's rangeland.

Dr. Ira B. Judd, professor emeritus of agriculture at ASU, says larkspur causes more cattle losses in western cowboy country than any other poisonous plant.

It does so because toxic substances, the most common being alkaloids with delphinine, collect in the roots. And Bossy, perverse in her innocence, prefers the stuff to other healthy forage.

Normally cattle eat only the flowery tops, but when the ground has been softened by frequent rains as it has this year, the plant can be dislodged roots and all. That's when trouble starts.

Headaches are compounded by the fact that larkspur is an invader plant which crowds desirable forage off higher ranges.

Strangely enough, it has little effect on horses or sheep, but that's little comfort to the consumer whose taste preferences have not yet expanded to include mutton and dog food.

Judd said tall larkspur (one of two common varieties) reaches a poisonous peak in early summer.

"Toxicity decreases after flowering, but the plants continue to be dangerous until after maturity in the fall," he said. "Low larkspur is

especially poisonous through the flowering stage and remains toxic until the leaves dry."

Tall larkspur grows at elevations between 6,000 and 10,000 feet, thriving in moist areas on mountain ranges and under aspen.

Low larkspur can reach elevations of 10,000 feet, but is most common on foothill and sagebrush ranges. It, too, reaches its danger level in early spring.

The effects of the dastardly stuff, on Bossy, rancher and consumers, might be lessened if a continual watch could be made on the eating habits of every cow, and if an antidote were available for culinary blunders.

Unfortunately, there simply are not that many zillions of cowboys, and according to Judd, "there is no known treatment of larkspur poisoning. Losses can be reduced by keeping cattle off larkspur ranges until after the plants have flowered."

Herbicides seem a natural solution, of course, but if they're used they had better be good.

Larkspur is so deadly in its peak season that four ounces per hundred pounds of animal weight can mean coroner time.

Symptoms include nervousness, staggering, nausea, excessive salivation, frequent swallowing, twitching, bloating, irregular heart action and respiratory paralysis. Even worse than the characteristics of a bad wine trip.

"For best effectiveness, treatment must be applied before flower buds are formed," he advised. "Herbicide treatments should be continued each year until all the larkspur plants are destroyed."



How could anyone harm a creature gentle as Bossy? Hunger-crazed consumers might easily. But the biggest danger ordinarily is her chompers egged on by appetite. Particularly when nasty old poisonous weeds invade her rangeland.

Sororities, fraternities schedule Rush Weeks

Arizona State University's sororities and fraternities will hold their annual Rush Week ceremonies starting Sunday for students planning to attend school here and interested in participating in traditional college activities.

Dates and scheduled functions are as follows:

SORORITIES

Aug. 12 — Orientation meeting in Palo Verde East cafeteria, 5:30 p.m.

Aug. 13 and 14 — Rushees meet members from 11 sororities in 45-minute Open Houses. Aug. 13, 9 a.m. to 4 p.m. and Aug. 14, 9 a.m. to 3 p.m.

Aug. 15 — "Coke Parties," also 45 minutes, from 9 a.m. to 7:15 p.m.

Aug. 16 — One-hour Philanthropy Parties from 10 a.m. to 3:45 p.m.

Aug. 17 — Preferential Parties, where each rushee visits not more than two houses, from 7 to 9:15 p.m.

Rush parties also will be held daily for all participants, who will be staying at PV East or Valley homes.

Information on this and another informal rush the week of Fall orientation may be obtained from Susan Clouse, Panhellenic president, 965-6466 in the afternoons.

FRATERNITIES

Aug. 19 and 20 — Rushees report to assigned living areas.

Aug. 21 — Orientation session, 6 p.m. in the MU Arizona Room. Group tours of houses follow.

Aug. 22 — Continuation of tours and consultation with advisers beginning at 7:30 p.m.

Aug. 23 — Continuation of group tours and orientation for late arrivals, 6 p.m. in the MU Arizona Room.

Aug. 24-26 — Houses hold their own special functions.

Questions should be directed toward the Intrafraternity Council Office, MU 240, 965-3806.



This guy is nobody's fool. Probably because once when he arrived at school a little later than usual, and the bike rack was almost full, he had to use the top rung.

Now a sad poem entitled 'Picture'

I am a smooth green vial,
dropped by a lady's hand.
Her neck is regal;
the hand that lifted me
To lips of beckoning softness
Is delicate, and perfect
as a kerchief of old lace.
Even now, though it is cold
and folded carelessly,
and her pleading eyes
will beg the light no more.
Though her lips are colored strangely
though her neck is turned awry,
She is a perfect picture still,
In ebon curls and petticoats,
With me close by her side.

Charles Carreon

Central Plant's summertime saga

Cooling it on the economy plan

Egad, he said to himself, as he scurried to campus from the parking lot purple in the distance. This heat could stifle an armadillo. Thank heavens, thank goodness, thank Providence for those wonderful air-conditioned classrooms.

And about him, in sweaty, heat-shimmering hordes, the Summer Studios — some with canteens slung about their hips — mentally echoed his sentiments as they plodded toward the oasis of ASU.

This picture, though perhaps a trifle exaggerated, nonetheless depicts the daily plight, and salvation, of we who live and travel in the Valley of the Sun during its Sahara Summers.

How did they manage to survive back in the old Tempe Normal School days? Who cares. Today we're no bunch of masochistic camels. And besides, if the old-timers had had swamp-coolers, let alone refrigeration, you can bet your

used last year was \$15,000 worth in December, and the high was \$45,000 in August. That's 17,000 kilowatts plus — just a smidgen more than the combined consumption of momma's waffle iron and stove.

But vast as its energy usage is, the Central Plant operates with such efficiency that costs — and drain on the Valley's electricity resources — are kept at the lowest level possible.

This is made possible through what George Zelenski, associate director of the plant, describes as the "diversity principle," similar to a system used by Arizona Public Service.

This means that, since not all ASU buildings require cooling at the same time, the plant need meet only 55 per cent of the total possible demand, even during heaviest use periods.

Those periods are from 3-5 p.m. Monday through Friday in July, August and early September when outdoor temperatures are at their

Almost all building thermostats are set at 75 degrees for comfort, but temperatures sometimes rise above that. On hot afternoons when outside temperatures are more than 115 degrees, for example, inside it can reach as high as 80 degrees for short periods.

But, as Zelenski pointed out, "That isn't so bad when people realize that within a few hours they will have to go back outside again."

"Outside," in all the heat, interestingly enough, originate the power lines which make the cool stuff possible.

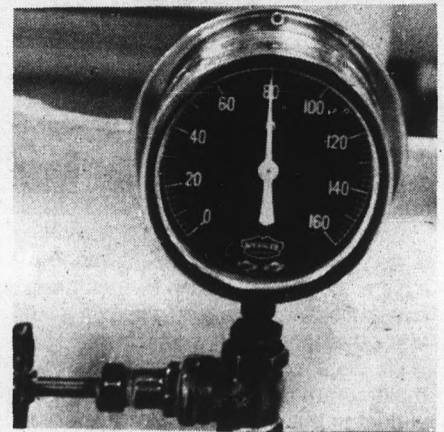
All the electricity for campus is first channeled to the Central Plant at 13,200 volts and later transformed in the various buildings to 208-120 or 488-277.

The plant itself uses 40 per cent of the incoming energy, at 4160, 2400, 480 and 208-120 volts. It pays APS for this on a sliding scale.

Last summer during peak demand 17,600 kilowatt hours were used. The high so far this summer has been 17,300, and Zelenski said despite the addition of the Psychology and Stauffer Communications Arts buildings energy savings should keep the maximum consumption at 18,000 kilowatts.

When Fall arrives and outside temperatures begin to lower, the University will require less electrical power, just as it does after sundown in the summer.

"We'll go up with the water temperatures till they hit 60 degrees," Zelenski said, "or the outside temperature reaches only 64 degrees. Then we'll turn the water pumps off and use just comfort cooling."



..... while one of the handy little shiny dudes which makes his job easier tells the story of 80. Even Kush when they're losin' seldom works up this much steam.

Despite its vital role in cooling, heating and energy distribution, ASU's Central Plant is not a place which passersby casually wander in. Security measures are tough, and necessarily so, due to the enormous amounts of energy handled.

Rigid precautions taken to avoid the possibility of accidents including X-raying of welding, testing of valves and switches at two times the working pressure, backup safety devices and inspections by state officials, insurance representatives and manufacturers.

All to see that faculty, staff and students, clammy in the great outdoors, are calm, cool and collected while inside.



Herbert Salano, lead-shift engineer at the University's Central Plant, makes his stand in the control room. Thoughts of Freon 12, PSI and a thousand other technical goodies go through his mind

life they wouldn't have lingered on the sun porch.

Maybe that's one of the reasons ASU has experienced such an increase in students, too. Why mow lawns in 100-degree heat as a pastime when one can shiver delightfully in the prof's classroom pleasure den?

He wouldn't have that comfy hangout, though, without a very sophisticated and efficient system that most people today tend to take for granted.

And thus we come to the summertime saga of the troops in the Central Plant.

The plant is a relatively quiescent creature, distinguished primarily by wisps of rooftop steam in cold weather, by its massive mid-campus bulk and by the fact it is the only building here with no windows.

From its central location east of Hayden Library the Central Plant cools 96 ASU buildings during summer and warms them during winter. In doing so, its energy needs at first glance seem enormous.

The smallest amount of electricity

highest.

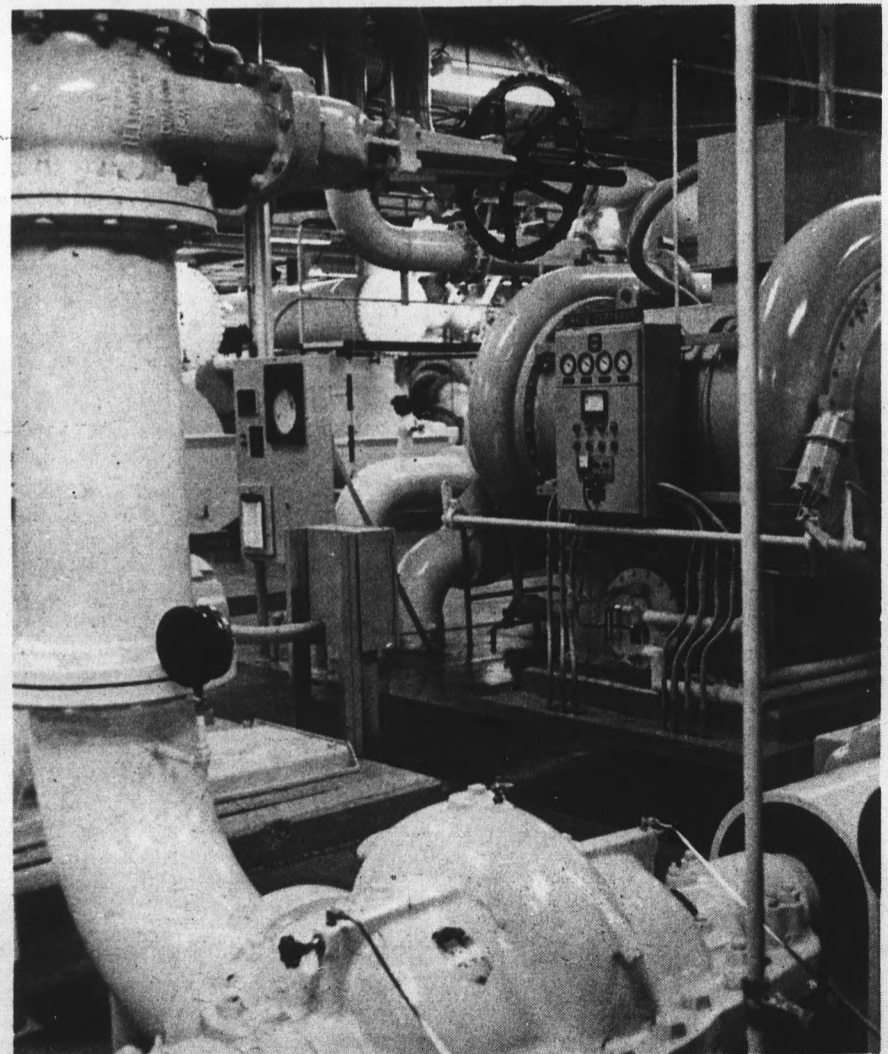
Then and at less hectic times the plant keeps warm bodies cool with a giant six-unit air-conditioning system which chills water with freon at the rate of 9,500 tons of refrigeration per hour.

The water then is pumped to the various buildings and circulated in copper tubing. Large blowers force air over the tubing and into room ducts while warmed water returns to the plant to be chilled again.

The system is capable of lowering water temperatures to 47 degrees Fahrenheit, but to conserve energy that level is seldom, if ever, allowed. "With our method of operation, we vary the chilled water temperature from 60 degrees on down," Zelenski said.

The lowest water temperature recorded at the plant this summer has been 52 degrees, compared to a 50 degree low last summer, even though temperatures this year are higher.

Zelenski said this is extra effort to conserve electricity during Arizona's energy shortage.



And dominating its own massive corner of the plant is one of the smaller—yes, smaller—air-conditioning units which helps cool 96 ASU

buildings during the heatstroke days. Were you standing here, you'd know why Engineer Salano wears earplugs.