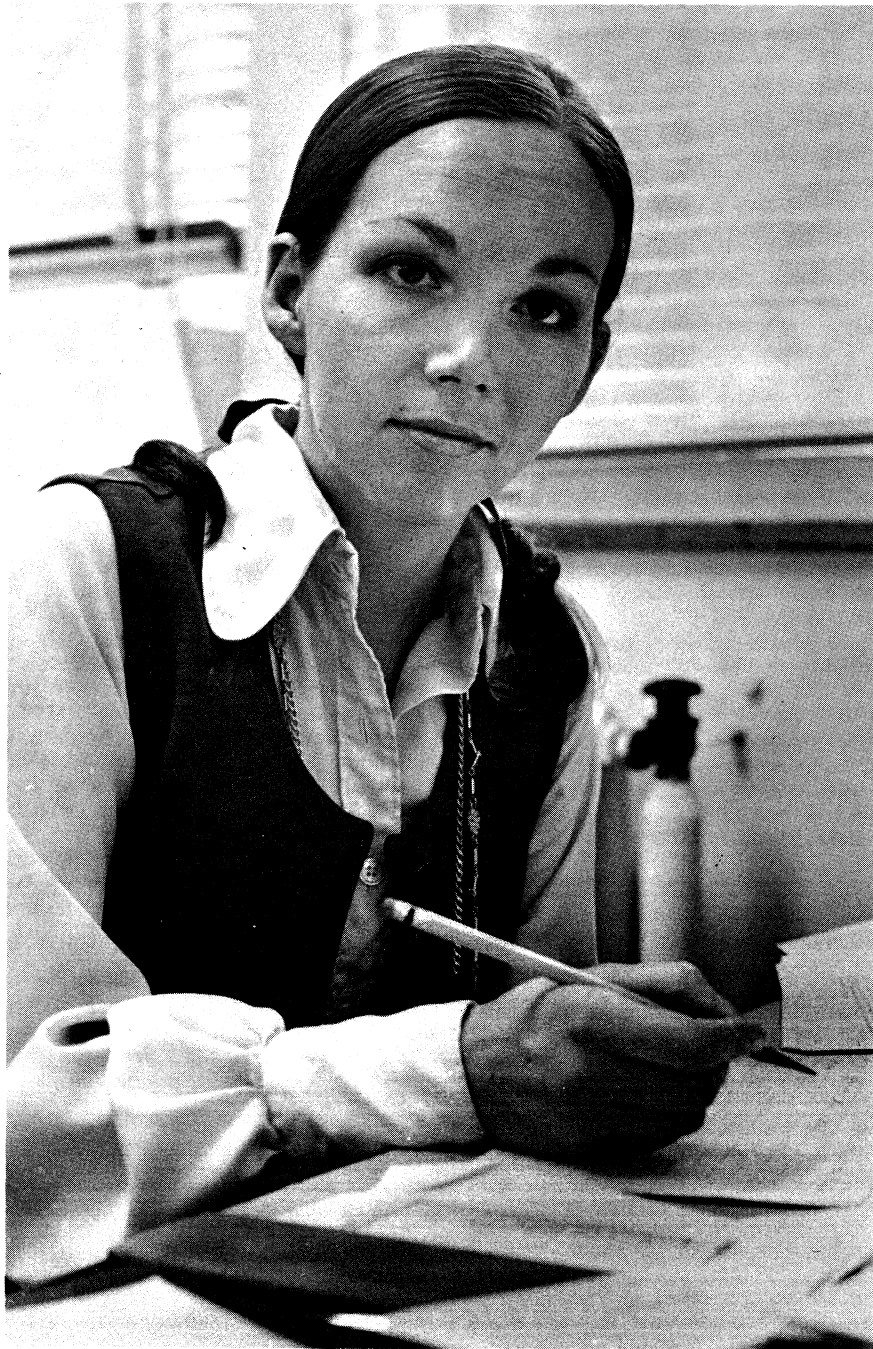


# Dr. Cecelia Foxley —



**D**r. Cecelia H. Foxley holds a position which was only recently created at the U of I — assistant to the provost for affirmative action. She is concerned with discrimination of any kind, on any level. "Please stress," she says, "that the program is not solely concerned with sex discrimination but also includes discrimination because of race, color, religion or national origin prohibited by Title VII of the Civil Rights Act of 1964 and Executive Orders 11246 and 11375."

She has recently been reviewing the status of part-time faculty members, most of whom are women, and has made several recommendations to assure them equal rights (examples: clearly established procedures for promotion and tenure; full voting privileges; equal consideration when applying for University research funds). She has investigated other complaints from women at all levels who feel that they are underpaid and/or they are not working at their job description level. She is reviewing the admissions policy of the Graduate College and the professional colleges to determine the validity of a charge that different standards may be in use for the sexes. And she has even investigated one allegation based on age. A woman in her fifties felt she may have been denied admission to the Graduate College because of her age. The allegation proved to be unfounded.

But Dr. Foxley not only investigates complaints. In this new position she is working with individuals and groups in assessing pres-

# Affirmative Action

ent operations at the U of I. She is helping develop programs, processes and attitudes based on equal opportunity.

A case in point. Dr. Foxley says a professor or administrator frequently has a tendency to promote "the girl down the hall" or hire someone else he/she is acquainted with to replace a secretary who has terminated. Dr. Foxley points out that this practice may be unfair to other secretaries on campus who may be better qualified for promotion, to persons outside the University who may be better qualified for the position, or to members of minority groups who under this system could be effectively barred from equal consideration for employment. So she is helping establish employment guidelines for all University positions.

Dr. Foxley is also reviewing University forms and applications, seeking and eliminating questions asked of women which are not asked of men ("Are you a married, divorced or widowed woman?" "Do you have any physical limitations — pregnancy is considered a limitation?"). She is trying to prevent questions being asked of women during employment interviews which are not asked men ("Do you plan a family?").

Another area of concern is the recruitment of more women faculty members. A recent report stated that one out of every seven University of Iowa faculty members is a woman, and President Willard L. Boyd has said that this may be about the norm for comparable institutions elsewhere. However the

President has said that the University will continue to accelerate efforts to increase the number of women on the faculty and Dr. Foxley is collecting and providing information to assist deans and departmental executive officers in their affirmative efforts. Such efforts include advertising anticipated vacancies in professional journals and newsletters and among national and regional women's organizations.

Dr. Foxley is also a teacher. Her appointment at the U of I is a dual one. She is an assistant professor of education and is presently teaching "Sex Role Stereotyping and Socialization in Education." Last semester she taught "Educational Psychology and Measurement." She is currently developing a new course in human relations in education.

Professor Foxley is a member of a discriminated against majority (if one believes the charges of women's liberationists) in a minority situation — she is one of only two women in the University's top central administration. But a look at her impressive credentials removes any suspicion that she is a "token woman" in Jessup Hall. She holds three degrees, one from Utah State University and two from the University of Utah, and has published in several journals. Her undergraduate and MA degrees are with English majors and she earned her PhD with majors in Educational Psychology and Counseling Psychology. Before coming with the U of I she taught in a Salt Lake City high school, was on the staff of the University of Utah and,



most recently, taught at the University of Minnesota. She was assistant professor of education, counselor and associate director of student activities there from 1968 to 1970 and from 1970 to 1971 was assistant professor of education and coordinator of staff educational programs, office of student affairs, at Minnesota.

It is a journalistic truism that feature stories about men rarely if ever mention a mate but a story about a woman automatically contains "she is the wife of -----." So the *Review* did not ask Dr. Foxley about her marital status. We noticed it on her vita however. She is married to Dr. Arthur E. Smith, vice president of the American College Testing Program in Iowa City.