A questionnaire developed from current readings and research in the area of women's concerns was sent to sixteen women administrators and thirteen women student personnel interns at Indiana University.

The questionnaire consisted of 23 items which could be answered by selecting one of the following responses: strongly agree, generally agree, no opinion, generally disagree, and strongly disagree. Two additional questions inquired of those who had been most influential in career decision and areas in which discrimination had been experienced. Respondents were also given the opportunity to react to an open-ended question stating the concerns they perceive the woman student personnel administrator is facing.

Findings indicated the following:

1. Women currently in administrative positions and student personnel interns agreed in seven areas:
   a. A woman's physical or psychological makeup is not a handicap in student personnel administration.
   b. Women are not encouraged to examine the possibility of non-traditional careers.
   c. A career does not interfere with family life.
   d. Maternal leave provisions and universally sponsored child care facilities should be made available to women staff members.
   e. Women do not have adequate opportunity to develop their potential.
   f. There should not be special counseling services for women.
   g. Women in student personnel administration have difficulty in dealing with people in other administrative positions.

2. Administrators indicated that parents, friends, relatives, and advisers all had a minimal amount of influence on their career decision. Interns responded that a friend, relative, or other person had been influential in their career decision.

3. When administrators were questioned regarding areas of discrimination, it was found that hiring practices and salaries ranked among the highest areas. Surprisingly, 50 percent responded that they had not experienced discrimination in any of the areas listed. Six students reported discrimination in hiring practices while only five of the sixteen administrators did. Thirty percent of the students reported no discrimination.

4. The major concerns mentioned most often by administrators in response to the question dealing with issues a female student personnel administrator faces, dealt with the lack of opportunity to advance and also acceptance and respect of female opinion. It was also pointed out that problems in balancing home and career are not unique to the student personnel field, nor are other problems, i.e. discrimination. The student personnel interns' responses to the question expressed more certitude centering around women's rights and women's liberation. They felt one of the prime concerns facing women was that of expressing themselves and taking the initiative to achieve and advance. Other concerns were restricted to lack of promotional opportunities, lack of respect and acceptance, and discriminatory hiring practices.

5. Disagreement between women holding administrative positions and student personnel interns was found in the following areas:
   a. Administrators felt that it was not difficult to combine a career with a household, as compared to the interns' responses which were distributed equally among the answer options.
   b. Administrators indicated a strong need for a Bureau of Women's Affairs at Indiana University, while the interns did not.
   c. Sixty-two percent of the administrators agreed with the statement that women have adequate opportunities to develop their potential while 53 percent of the interns disagreed.
   d. Interns strongly disagreed (76%) that women in supervisory positions have difficulty in dealing with women in subordinate positions while only 37 percent of the administrators felt this way.

Thus, the findings from this study show that the two responses on the whole do not differ too greatly in the way they perceive issues, concerns, and problems related to women in student personnel administration. This reveals that Indiana University Female student personnel interns do anticipate some of the problems and concerns experienced by present female administrators. One must not fail to consider, however, the time at
which this questionnaire was administered in regard to the current women’s liberation issue. Women’s liberation has been instrumental in affecting attitudes, opinions, and values in many fields.

About the Authors

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AN EVALUATION OF THE INDIANA UNIVERSITY MASTER’S DEGREE PROGRAM IN COLLEGE STUDENT PERSONNEL ADMINISTRATION FROM 1959 TO 1969

by Dr. Phyllis Montgomery

Introduction

A study of the Indiana University College Student Personnel Master’s degree program was undertaken to evaluate the contributions of the professional core, practical experiences, and outside electives to the preparation of the program’s graduates. Need for the study was evidenced by the changes in higher education which have affected the roles and functions of student personnel administrators. Two major questions were studied to understand change as it relates to the preparation of student personnel administrators: First, were student personnel administrators prepared to meet the needs of the changing university; and second, what types of training will best prepare personnel workers for the roles and functions that will be demanded by higher education in the future?

A questionnaire designed to evaluate professional courses, practical areas, internships, assistantships, and course requirements outside the Departments of Higher Education, College Student Personnel Administration, and Counseling and Guidance were sent to 395 graduates. A total of 290 (73.7 per cent) graduates participated in the study. Further, over 60.0 per cent of the population responded for each of the eleven years under investigation for the study.

General Findings

Background of the population. The male to female ratio of the population was almost evenly distributed; 52.6 per cent were male and 47.4 per cent were female.

Approximately 90.0 per cent of all graduates acquired some type of comprehensive practical experience within the Dean of Students Division during the two-year Master’s degree program. 75.4 per cent held residence hall internships and 33.9 per cent held assistantships in other areas. Assistantships were more frequently held by men than women; four of 39 assistantships were held by women.

One-fourth of the graduates, 25.6 per cent, were currently working toward a doctorate, while 3.6 per cent held a doctorate. The general area of doctoral study was in higher education and student personnel administration.

Approximately 50.0 per cent of the graduates were employed as residence hall and housing personnel or deans with generalist functions, counseling, student activities, and admissions were cited as areas of responsibility by approximately 20.0 per cent, and ten per cent of the population indicated they were no longer in student personnel administration.