

university faculties. The INDIVIDUAL male who may lose a job to a less qualified woman has absolutely nothing to do with the low numbers of women on faculties. YET IT IS THIS MALE WHO IS PUNISHED FOR THIS CRIME OF THE PAST (as we shall soon see, the far past). If some of the male politically correct professors at UPEI

really want to make up for past hiring discrepancies, then they should step down and give their jobs to "oppressed" women--instead of punishing males who had nothing to do with this discrimination of the past.

If the previously mentioned points have not destroyed the legitimacy of affirmative action programmes directed at university faculties, the numbers found in a recent study on faculty hiring at Canadian universities by A.D. Irvine does ("Jack & Jill & Employment Equity" (1991)).

Irvine's analysis of Statistics Canada data found First, if discrimination is occurring within contemporary university hiring, it is much more likely to be occurring in favour of rather than against women. Second, it appears that significant discrimination against women (as women) has not appeared in university hiring for at least twenty years [long before most affirmative action programmes for women were employed]. And third, since the evidence appears to indicate that contemporary discrimination against men is much more widespread than was previous discrimination against women, these results are much more difficult to account for by non-discriminatory factors. The figures in the below table help illustrate these FACTS.

Comparison of the Percentage of Women as Full-Time University Teachers with the Percentage of Women Estimated to be Applicants for Full-Time University Teaching Positions in Canada by 1986-87 Rank

	Full Prof. (1964-66)	Assoc. Prof. (1970-72)	Assist. Prof. (1978-80)	Lecturer** (1980-82)	Other (1972-74)
F % of Appointments	6.4%	16.4%	29.3%	45.0%	38.5%
F % of Applicants	9.7%	9.3%	20.5%	24.0%	11.0%

** Or rank next below assistant professor

This discrepancy in hiring cannot be accounted for by higher qualifications held by women as the below statistical FACTS illustrate that women faculty members, in general (not on an INDIVIDUAL basis), hold lower degrees than their male contemporaries.

Percentage of Full-Time University Teachers in Canada in 1986-87 by Rank, Highest Earned Degree & Sex*

	Full Prof.		Assoc. Prof.		Assist. Prof.		Lecturer**		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
Doctorate	80.2%	78.2%	69.1%	60.1%	56.1%	47.7%	14.3%	9.3%	23.9%	15.1%	68.5%	48.9%
Masters	10.6%	14.7%	19.2%	31.1%	25.1%	36.0%	56.6%	52.8%	50.9%	48.2%	18.8%	34.4%
Professional	5.8%	2.4%	6.6%	3.2%	11.5%	7.5%	5.1%	4.2%	1.2%	0.8%	6.9%	4.4%
Bachelor	2.6%	3.5%	3.5%	4.3%	4.6%	6.3%	18.1%	24.2%	17.5%	30.7%	4.2%	9.4%
Other	0.8%	1.3%	1.5%	1.3%	2.6%	2.5%	5.8%	9.5%	6.5%	5.2%	1.7%	2.9%

* Calculated from figures given in Statistics Canada, *Teachers in Universities: 1986-87*, Catalogue No. 81-241, Ottawa: Minister of Supply & Services Canada, 1990, pp. 30f.

** Or rank next below assistant professor.

Apparently, with the discovery of such a reality concerning university hiring, affirmative action is not justified on the basis to eliminate discrimination against women in the hiring process. If anything, affirmative action programmes should be implemented to help males (just kidding, the editors of this column don't believe in discriminatory hiring practices).

And finally, in regards to the university environment being alienating to female students because of a lack of female professors, the following numbers uncovered by Irvine display the opposite:

Comparison of the Percentage of Women as Full-Time Graduate Students with the Percentage of Women as Graduate Degree Recipients in Canada from 1965 to 1985*

	1965	1970	1975	1980	1985
F % of Enrollments	16.8%	20.5%	27.3%	35.3%	38.6%
F % of Graduates	17.9%	19.8%	26.4%	35.7%	40.2%

* Calculated from figures given in Statistics Canada, *Education in Canada 1973: A Statistical Review for 1960-61 to 1970-71*, (Ottawa: Information Canada, 1973), pp. 151, 167; Statistics Canada, *Education in Canada 1980: A Statistical Review for 1979-80*, Catalogue No. 81-229, (Ottawa: Minister of Supply & Services Canada, 1981), pp. 59, 69f; Statistics Canada, *Education in Canada 1984: A Statistical Review for 1983-84*, Catalogue No. 81-229, (Ottawa: Minister of Supply & Services Canada, 1985), pp. 54, 65f; Statistics Canada, *Education in Canada: A Statistical Review for 1987-88*, Catalogue No. 81-229, (Ottawa: Minister of Supply & Services Canada, 1989), pp. 97, 181, 185.

Comparison of the Percentage of Women as Full-Time Undergraduates with the Percentage of Women as Baccalaureate Recipients in Canada from 1965 to 1985*

	1965	1970	1975	1980	1985
F % of Enrollments	30.8%	36.7%	41.1%	45.5%	48.2%
F % of Graduates	30.8%	38.3%	44.4%	49.6%	51.9%

* Calculated from figures given in Statistics Canada, *Education in Canada 1973: A Statistical Review for 1960-61 to 1970-71*, (Ottawa: Information Canada, 1973), pp. 160f, 166; Statistics Canada, *Education in Canada 1980: A Statistical Review for 1979-80*, Catalogue No. 81-229, (Ottawa: Minister of Supply & Services Canada, 1981), pp. 58, 68; Statistics Canada, *Education in Canada 1984: A Statistical Review for 1983-84*, Catalogue No. 81-229, (Ottawa: Minister of Supply & Services Canada, 1985), pp. 53, 64; Statistics Canada, *Education in Canada: A Statistical Review for 1987-88*, Catalogue No. 81-229, (Ottawa: Minister of Supply & Services Canada, 1989), pp. 87, 171.

We see here that females tend to graduate with a higher success rate than do males. Even as far back as 1926, women constituted 21.2% of all university undergraduates, yet accounted for 26% of all graduating students. This hardly