Posters showing breasts and knife had been marked WAC 101 as contact information

By Fletcher Summa
Staff Writer

The political posters that senior Ruth Holmes placed around campus for her Printmaking and Social Change class did not quite get the reaction she hoped for. Instead of creating a dialogue, the posters she hung up were almost immediately torn down.

The posters depicted a pair of breasts with a bloody knife cutting under them. Holmes created the posters to show the difficulties of living with gender dysphoria, or what she described as not feeling comfortable in one’s biological body. Gender dysphoria is a major theme in Holmes’ work. “I’ve felt it to some extent, like I’m not sure if I feel one hundred percent female,” Holmes said. “My partner, though, is transgender and so they deal with it all the time. A lot of what they’re feeling I see and I kind of absorb it and a lot of it gets reproduced in my work when I see them in so much pain.”

Holmes anticipated that the graphic images might offend some people who passed them. The posters were labeled WAC 101, referring to the classroom in the Whitcomb Art Center, so that whoever had objections knew whom to contact.
Pay equity, from front

"It doesn't feel that good to say we don't have success and we're not going to attract successful people, but there's some truth to that."

-Title IX Coordinator and Student Athlete Advisory Committee Advisor Kim Schrader

Average Salaries 2015-2016

<table>
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<tr>
<th>Gender</th>
<th>Men</th>
<th>Women</th>
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<tr>
<td></td>
<td>$41,005</td>
<td>$34,513</td>
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Average years of experience as Knox head coach:

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men's Coaches</th>
<th>Women's Coaches</th>
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<td></td>
<td>11.5 years</td>
<td>4.25 years</td>
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Information from Chad Eisele, (Graphic by Michelle Dudley)

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Title IX Coordinator and Student Athlete Advisory Committee advisor Kim Schrader highlights the men's and women's basketball coaches as well, instead focusing on the assistant coaches.

"Kevin Walden has been here less than Emily Cline, but Kevin Walden has had the same assistant for the entirety of his time. Emily Cline has had a different assistant almost every single year she has been here," Schrader said.

The issue, as Amott and Eisele pointed out, revolves around the fact that Knox employs men's head coaches with nearly three times as much experience in the position as the women's head coaches they employ.

"We hire the best coaches that are available to us. We want the best that that is -- that is available to us. We don't want to hire the 10th best coach," Eisele said.

According to Eisele, the head coaches for the men's teams at Knox had an average of 11.5 years of head coaching experience at the college level, while the head coaches of the women's teams saw that number sit at 4.25 years. This massive gap in experience, Amott argues, is largely due to the fact that Jami Isaacsen, Knox's head baseball coach, has been in his current position since before the 2000 season. Before that, Isaacsen spent five seasons as the head coach of MWC-rival Illinois College's baseball program.

"The sports where we have had the most stability, which are men's sports, are men's coaches, and that's just the way it happened… I would think that that is a random factor," Amott said.

Focusing only on the athletic programs that have separate coaches for the men's and women's teams, sports such as football, field hockey, and soccer, shows that the pay for women's coaches in Knox athletic department has not been felt at the same scale according to experience of head coaches for men's teams. This decision, though it may tend to be logical and fair, seems to disregard this concept of supply and demand that Clark emphasized.

"Cutting to what seems to be the core of the problem in this pay gap, Schrader points out the need for more stability in certain women's athletic programs, including softball.

"A program that barely has enough players to take the field... and has been through a series, over 10 years, has probably been through eight coaches. So just in terms of attractiveness of the job, that's a tough position to fill..." Schrader said. "It doesn't feel that good to say we don't have success and we're not going to attract successful people, because there's some truth to that."

Using one of the most recent coaching positions to be filled as an example, Eisele detailed the search for a new women's soccer head coach, which ultimately ended with the hiring of Charles Haught-Thompson.

"When we went to replace Paul Lavine, we hired a less experienced coach because -- we felt that that was the best fit. It wasn't because we tried to hire the youngest and the cheapest, that's just how it worked out," Eisele said.

Even though Knox decided to choose a candidate with no previous head coaching experience to lead the women's soccer team, Vernon emphasized the power that experienced women's head coaches have in the market.

"Women that coach women's sports that have the experience of, for example, a men's coach that we hire here are in high demand. They pretty much get to pick where they want to work," Vernon said.

Inerting Athletics Scott Sunderland recognized Knox's current place among the fellow MWC schools as a solid start.

"We are somewhere in the middle so that's good, certain-ly there's some improvement that needs to be made," Sunder-land said.

Sunderland sees different factors having an impact on the issue of the lack of women pursuing long-term careers in coaching or athletics.

"There's almost two different types of women's sports, but then I think what Leslie is talking about is females coaching, because I think they really are two different things... The work life balance that women have not been very good in the past, but I think that's improving," Sunderland said.

Sunderland, echoing Amott and Eisele, believes that Knox is on the correct path forward on this issue.

"Longevity is really what you get pay raises for, a little bit for success and stuff like that, but it's mostly just longevity... I think if we stay the course, it's going to work."

Amott believes that Knox is doing a good job of ensuring equity between men and women throughout the college, noting the strong case of female leadership among the faculty. Looking at the rest of the conference, Amott stressed that the experience level of men's and women's coaches versus that of women's head coaches can completely explain the pay gap seen in the report.

"I'm not trying to defend the fact that women or people coaching women's teams generally make less money than men, those are facts... I don't think that Knox's policies, procedures or mindset stands out in our conference. Instead I would say that the disparities can be explained on the basis of seniority," Amott said.

Vernon, however, believes that because this issue of pay inequity is one that is common across the MWC, Knox "probably wouldn't pay you that disparity because it's a similar position," Vernon said.

Eisele, however, remains confident in the equity of the way Knox athletics compensates its head coaches for men's and women's teams during his time as Athletic Director.

"If I were in a court of law and they said, 'Chad, how do you explain this?' I wouldn't sweat it at all because I know how our coaches are paid," Eisele said.

Schrader agreed with Eisele, saying that Knox is always working hard to correct any areas of inequitable concern.

"There is not any sort of a willful intent to underpay coaches of women's teams," Schrader said. "It's unfortunate that we've had more turnover in coaches of women's teams. In the beginning there were more full-time head coaches of men's teams than there were of women's teams. That inequity has been erased."

"I can tell you that as a woman, the last thing I'd do is value the women's teams less than the men's teams," Amott said.

Knox College via NCAA Gender Equity Report 2004-2010

NCAA National Men Women Men Women

55.4% 44.6% 56.9% 43.1%

[Graphic by Michelle Dudley]