

Report from the Ad Hoc Committee
on Black Student and Black Faculty Recruitment

The Committee has met as a whole and in parts several times since the interim report was made to the Trustees in June. The results of our work indicate that not enough effort has gone into finding and interviewing black faculty candidates, that the effort put into student recruitment seems to have been ineffective so far, and that middle income minority students will have to be included in our new recruitment campaign or the financial burden will be too great for the College to bear.

I. Recruitment of Minority Students:

A special fund of at least \$1,500 should be established and maintained in the Admissions Budget to hire minority students already at the College to recruit potential minority candidates.

We expect that by January 1, 1979, 10% of the matriculated undergraduate student body will be members of minority groups.

The recommended additional financial aid necessary to reach this goal is \$60,000 per year. Our Committee felt this would be nearly impossible and is recommending instead an additional \$25,000 per year, which at the end of four years will mean \$100,000 per year, enabling approximately ten additional minority students to enter each year.

II. Monitoring Committee:

We recommend that an Ad Hoc Committee of the Trustees be established to monitor the implementation of the Affirmative Action Program and to report annually to the Board of Trustees.

It would assist in the "Periodic Progress Reports" referred to in the Statement of Responsibility of the Affirmative Action Program.

It would help in the implementation of the AA program.

This committee should be composed of three trustees, three faculty and three students, appointed by the Board of Trustees.

III. Recruitment of Black Faculty:

We worked long and seriously on recruitment of more minority faculty, and arrived at some suggestions and goals which we will hand over to the Monitoring Committee for its files. We feel that the Affirmative Action Program should accomplish our goal, and there is no need to nearly duplicate certain parts of the AA program at this time.

October 12, 1973