

For the files of the Ad Hoc Monitoring Committee:

The Ad Hoc Committee on Black Student and Black Faculty Recruitment hands on to you our suggestions and goals for recruitment of black faculty. The idea is for you to hold it in reserve and just use it if, after a year or two, the efforts to recruit seem to be weak and ineffective. It seemed offensive at the time to include it in our report, on the same day the Affirmative Action Program was presented. It seemed to presume that there would be a lack of good faith and good will on the part of the faculty to fulfillment of the Affirmative Action Program goals.

These are our suggestions and goals:

Each division and those disciplines which fall outside divisional lines should develop a list of potential minority candidates for faculty positions to have on file in the Dean of Faculty's office. This list will serve as one of the bases for the selection of interviewees.

When a position is open and candidates are being interviewed, 30% or two of those interviewed (whichever is more) should be members of minority groups. The position cannot be filled until these stipulations are met or until the division (or extra-divisional discipline) has provided reasons in writing to the Dean of Faculty for their inability to comply and these reasons have been accepted by the Dean of Faculty and the President.

We expect that by January 1, 1979, 12.5% of the total faculty would be members of minority groups.

November 6, 1973

Kate Merck