

UNIVERSITY OF VIRGINIA

FACULTY OF ARTS AND SCIENCES
419 CABELL HALL
CHARLOTTESVILLE 22901

OFFICE OF THE DEAN

May 7, 1980

(Code 804) 924-3389

Mr. Michael Campbell
President
Black Student Alliance
Newcomb Hall

Dear Mike:

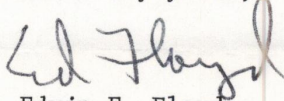
I enclose a copy of a memorandum which proposes a strengthened effort in affirmative action hiring. A number of the points in it come from the discussions of the last week between students and faculty, and I wish to thank all who participated in these very valuable discussions. I hope good communications continue and I express fully my commitment to participating.

I will not have a statement to make at this time about Afro-American Studies, the other major topic of our discussion. Mr. Kellogg is the responsible party in this area. I will leave it to him to make any statements, in which I will support him fully.

I thank the Black Student Alliance for its help in calling attention to our problems and discussing them with us, and I look forward to a happy collaboration in the future.

I raised with you the matter of student participation in a committee to monitor progress. You were certainly willing to suggest student members and to be helpful. I guess I would like to know whether you are also positively and actively interested in student participation in such a committee.

Sincerely yours,



Edwin E. Floyd
Dean

EEF/gm

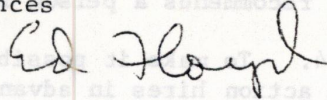
cc: Mr. Robert Kellogg
Mr. William Johnson

May 7, 1980

Steps to Increase Affirmative Action

Hiring in Arts and Sciences

by Edwin E. Floyd



INTRODUCTION

This statement results from several weeks of concentrated concern and discussion, by students, faculty and administration, centering around the goal of increasing the number of Black faculty members in Arts and Sciences. The heart of the concern in all groups is that during the last two years our number of Black faculty has decreased slightly, rather than increased as it should have. No doubt one of the factors involved in this has been the reality of steady-state austerity as we face the tough educational problems of the 80's. This reality may have reduced our aggressiveness and determination to move ahead. If so, it is time for us to make new vows to get on with fullest vigor to affirmative action.

Renewed vows require new policy, and this memorandum proposes strengthened steps to require very active and reasonably uniform efforts of all units in Arts and Sciences. This is a draft of proposed policy and will be submitted to the following groups for their reaction, before it is made final around June 15:

- a) the Provost,
- b) the Associate Executive Vice President,
- c) the Academic Advisory Committee and the Steering Committee,
- d) the Dean of the College and the Dean of the Graduate School,
- e) Chairmen of Arts and Sciences departments,
- f) the Women's Faculty Association, Student Council, the Black Student Alliance and the University chapter of the NAACP,
- g) representative groups of Black faculty and women faculty.

Fuller details of implementation will be announced in the summer following the broad policy statement of which this is the draft.

PROPOSED POLICY

1. Each department will build up its own data bank of potential Black and women faculty, with the goal of building up as extensive a list as possible of well-qualified persons who can be encouraged to apply for present or future vacancies (The efforts going into building up the data bank will be referred to here as "active" affirmative action efforts, to accompany "passive" efforts of advertisement of positions. Active efforts have always been a reliable source of affirmative action recruiting, and will now be required on a high level by all units).

2. Each department will be ready to account at any time for the quantity and quality of its active efforts.

3. Each department will attest to both its active and passive efforts whenever it recommends a person for a tenure-track or tenured position.

4. To make it possible for departments to consider making appropriate affirmative action hires in advance of a departmental vacancy, the dean will consider lending departments a position for a year or so.

5. Departments are urged to make job descriptions as broad as is compatible with departmental needs, with the goal of increasing the number of Black and women faculty who can be considered.

6. Primary emphasis will be placed on active recruiting at the untenured level, since around 90% of hiring is at this level, but emphasis will also continue to be also placed on tenured hires.

7. The dean will cooperate with the Center for Advanced Studies in a program to increase the number of distinguished Black and women visiting faculty for periods from a month to a semester.

8. The dean will appoint committees to monitor progress in affirmative action hiring, and to advise on policy.

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