

oregon daily emerald

An Independent Student Newspaper

Vol. 74, No. 55

Thursday, October 19, 1972

HEW receives optimistic reply

The University is achieving its goals and "moving constructively to get action results" in its effort to eliminate sex and race discrimination in hiring practices, according to a report to the U.S. Department of Health, Education and Welfare (HEW) Regional Civil Rights Office in Seattle released Wednesday afternoon.

The inch-thick report, sent to HEW officials Monday evening, is in response to a letter sent to University President Robert Clark on May 15 of this year by HEW Regional Civil Rights Director Marlaine Kiner. Kiner's letter outlines several deficiencies in the University's employment practices as they relate to women and minorities. The University was directed to take "additional corrective action" and to make a report on its progress.

The University established an Affirmative Action program on Oct. 15, 1971 in response to HEW charges that University hiring practices were discriminatory and in violation of federal anti-discrimination regulations.

Lorenza Schmidt, former interim Affirmative Action program director, leveled sharp criticisms at the University in September charging that the University had not progressed with the program. University President Robert Clark responded in the report saying, "The tone of the report of the Affirmative Action Officer seems to have been premised on the erroneous opinion that the University had achieved "zero" results in the hiring of minority persons. This turned out to be a conclusion drawn from incomplete data." "The report is more positive," Clark added, "but does not warrant our becoming complacent."

Executive Dean John Lallas said Wednesday that the report does not respond directly to the details of Schmidt's criticisms. "The report will stand on its own," Lallas said "After reading it, the conclusions should be obvious."

The recent progress report to HEW outlines several features of the University's progress toward meeting the agency's demand to meet government regulations.

The report says the University "has met and exceeded the commitment made in October 1971 for the appointment of an Equal Employment Opportunities Officer."

Schmidt was hired in that capacity for the period of May 8 to September 15 of this year. The University offered the Affirmative Action Director position to a minority for the academic year at a salary "exceeding \$18,000." The appointment was declined. Four qualified candidates have been interviewed for the position in the past few weeks and a final selection is expected shortly according to the report.

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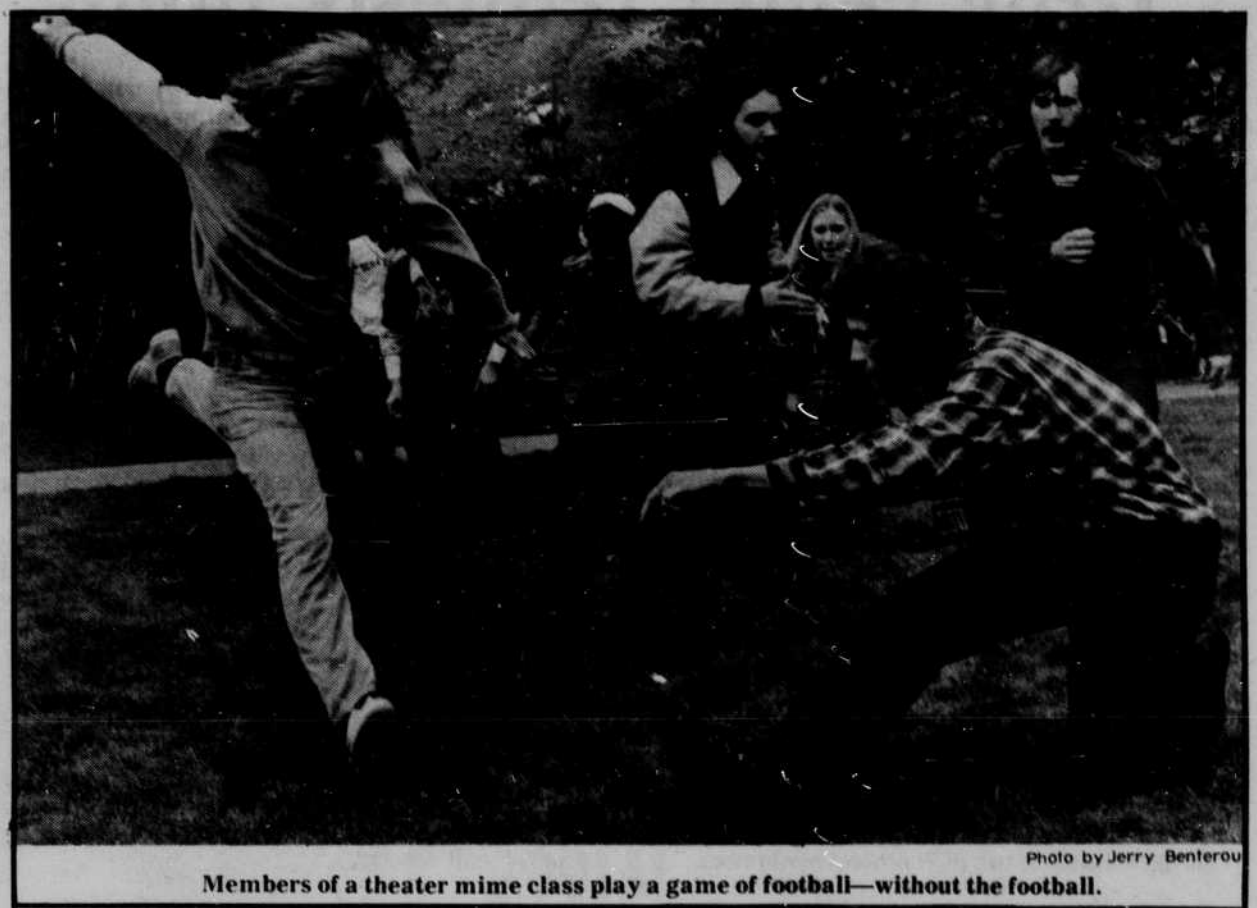
Ethnic studies program blasted in letter

By CLAY EALS
Of the Emerald

The University's yet-to-be implemented Ethnic Studies Program came under severe attack Tuesday from a person to whom the University offered the job of program director.

Alex Kuo, who was offered the job and who declined it, said in a letter dated Tuesday that the University's program is "insane" because of its proposed inter-departmental nature.

Kuo's letter was addressed to University vice provost Marshall Wattles.



Members of a theater mime class play a game of football—without the football.

OSS in storm center

By MICHAEL PETRYNI
Of the Emerald

Vernetta Caldwell, new director of the office of Supportive Service (OSS), has the uneasy distinction of doing her job while at the same time being thrown into the eye of a storm.

The storm is the discontent surrounding the conflict of "centralization" versus "self-determination" of services in the aid-to-disadvantaged-students programs that operate under the auspices of the OSS.

Analysis

That discontent has led to the Native American Student Union's unanimous vote to dissolve the Native American Program and recent criticism of the OSS by two other program directors.

Caldwell, appointed to her position by University Vice-President Gerald Bogen last August, sees her job as springing out of two considerations, "(1) OSS is here to coordinate the programs, find funding, and oversee or (2) we can lose the programs."

Right now Caldwell is working to prepare the grant proposals for the funding of the programs. "That is my primary job," she says.

Caldwell says that consideration has to be given to just what it is going to take to get that funding.

"There is no one here to seek funds for the projects," she says. "It is very hard to write a budget proposal. We have forms for information and the directors can't even give us the information."

She says she sees the OSS as an information gathering center for the programs, information such as ethnic backgrounds, retention rates of the students, parental data, etc.

In addition, she says the OSS needs to oversee the goals of the programs, implementations of the goals, and the services offered.

"When we go to the state legislature for funding, they are going to question us and they are going to want answers," she says. "Answering 'I don't know... I think...' is not going to work."

The same is true for HEW funding, she says, but also "HEW doesn't want a loose organization. They want minority programs under one umbrella, which was part of the reason HEW didn't fund the programs last year."

Pointing out that "financial aid is no longer a priority for minorities and the blacks," she contends it is going to take "centralization of services" to get funding.

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Text of Kuo's letter

Dear Dr. Wattles:

Thank you for your September 19 and 28 letters and the offer of appointment.

As you have known since our first meeting, I hold some deep-rooted reservations about the effectiveness of an interdepartmental ethnic studies program, and grave suspicions about the apparent intent of an institution irrevocably locked to such a structural approach, fiscal recession regardless.

As I have indicated previously, we know that within a fixed enrollment ceiling in both public and private institutions, the creation of a new program economically means the redistribution of existing funds, resulting in allocations for the new, and a cut-back for existing departments that are perhaps experiencing lower enrollments reflecting changing student interest and societal needs. We also know that under normal circumstances all minor and major policies involving both curricular and faculty matters either rest at the departmental level, or are initiated there. As such, new interdepartmental programs that have to depend on existing departments' other priorities, generosity, and bureaucratic delays are at best insecure, inefficient, with no autonomy, participation or even representation in governance; and at worst, fragmented, surrounded by political intrigue, and short-lived.

I believe that the intent to add an interdepartmental ethnic studies program at the University of Oregon eventually leading to a certificate program out of a bizarre conglomeration of existing and a few new courses shows that it is not ready to extend any serious academic, economic, or moral commitment to the development of ethnic studies.

That one of the very top administrators referred to the director of ethnic studies as University of Oregon's ethnic studies conscience three times in one hour's meeting, is sufficient evidence that some of the leadership in the central administration are not cognizant nor

have accepted their responsibility in developing an ethnic studies program, but are ready again to continue on their old "good faith" approach. That I was taken to lunch at Sambo's by two other central administrators seals my conviction that the University of Oregon, at the administrative level at least, is totally insensitive to the attendant needs of such a program. Furthermore, the denial of the opportunity to confer with President Clark in my negotiation-visit scheduled at least one week in advance is indication enough that a direct communication line with him is at best an unfruitful imposition on established protocol, and at worst impossible. I must re-emphasize that a mutually willing direct communication line kept open between the president and the director is a requisite to the successful development of a program as highly political and controversial as ethnic studies.

Should the university become serious in its initiation of an ethnic studies program, I would be most interested, indeed most willing, to become part of it. In the meantime, however, I would seriously encourage a self-examination of intent/motive/objectives of its apparent insanity in creating an interdepartmental program in ethnic studies while only giving the director three graduate assistantships to work with: if people's motives cannot be changed, then at least appropriate some funds so that the effects can be changed. I cannot see wasting one year of my life (within the program's proposed organization, a good director's tenure would not exceed one year) playing the University of Oregon's ethnic studies conscience, accepting the responsibility that should and must be everyone's. Such responsibility cannot be given away, nor abstractly (abstractly because it was never identified nor realized in the first place) relegated to the resident banana.

It is with deep regret, then, that I must decline the appointment.

Sincerely,
Alex Kuo

during the summer, has yet to get off the ground because the University hasn't found a program director.

Kuo was offered the job several weeks ago, but formally turned it down in his letter.

A University search committee is currently considering second, third and fourth place candidates for the directorship.

Vice Provost Wattles was in Denver Wednesday and could not be reached for comment on Kuo's letter. However, Paul Simonds, chairer of the University's ethnic studies committee, was contacted Wednesday, and said he thought Kuo was "way off base."

Replying to Kuo's charges that the interdisciplinary approach to the University's Ethnic Studies Program is "insane," Simonds said:

"I'm confident this approach isn't insane. It may not be successful, but many new things aren't when you first try them out."

Simonds said he doesn't think Kuo's attack on the program's interdisciplinary nature is justified. "Here, there is fairly strong backing by the faculty for the program," he said, and that general faculty support will help to insure the success of the

University's Ethnic Studies Program.

The University's program is designed so that "many people have every opportunity" to be a part of the program, he said.

Simonds said Kuo did not address the reality that the University's program is only funded for \$35,000. "A program he talks of would cost a couple of hundred thousand to start with. The University isn't going to commit itself to that much at this time."

When contacted Wednesday night, University President Robert Clark said he had not seen a copy of Kuo's letter. Clark did, however, respond to Kuo's attack on the interdisciplinary approach to the University's Ethnic Studies Program.

"That kind of approach, that the faculty committee (the Ethnic Studies Committee) developed, is a sound approach," Clark said.

He said most programs that are not interdisciplinary have "some professional outlet" after a student graduates. "But there is no professional outlet for ethnic studies."

Consequently, "One needs to have an ethnic studies program which is tied to the discipline," Clark said.