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Affirmative Action plan eyed

University combats hiring record

By MARY FORAN
Of the Emerald

The University administration has some ideas for hiring more women and minorities for faculty and administrative positions, says Paul Olum, provost and vice-president for academic affairs.

More women and minorities should be placed on faculty search committees, and the committees should consult more closely with the Office of Affirmative Action and the provost about hiring obligations and strategies, Olum said in a memo last week to University Deans, department heads and directors.

A \$10,000 fund to support search committees' extra efforts to "identify and attract" qualified female and minority faculty candidates is also planned, says Olum, along with an administration internship program for female and minority faculty members.

The Administration's plan was "stimulated" by the recent release of the Affirmative Action Compliance Committee's report, says Olum. The report recommended a series of "positive incentives" for "good faith efforts" by University departments and schools to correct a poor past record in affirmative action employment.

"It's not a specific response, however," says Olum. The faculty advisory committee recommended by the compliance committee might prove cumbersome, he says.

Olum said the provost's office can be used to monitor and encourage the affirmative action plans of individual departments. The faculty, however, may decide they want such a committee, he adds.



Photo by Keith Allen

University Vice-Pres. and Provost Paul Olum and his administrative assistant, JoAnne Carlson, recently distributed a memo to deans, directors and department heads calling for more women and minority members on hiring search committees. They also said the committees should consult more closely with the Affirmative Action Officer.

The Administration's Affirmative Action plan was partly a response to the Affirmative Action Compliance Committee's report, says Joanne Carlson. "But we knew these problems already existed."

Carlson says recruitment of minority and women students is an "ongoing concern" of the Admissions office. Student groups such as Women in Science give support to students once they're here, but the problem of graduate school recruitment of minorities and women still must be addressed, she says.

"We're already doing a lot," says Olum. "We're trying to solve a lot of problems at once."

Recruiters are out now looking

for new students, especially women and minorities, he says.

"We've felt all along we have to try harder," says Olum. "It's difficult in Oregon to attract minority faculty members."

Whenever possible, Olum says, one or more women or minorities should be placed on faculty search committees to increase the chances for affirmative action hiring. If such a person cannot be found within the particular department, a woman or minority member should be sought from some "closely related academic area," Olum says.

Olum suggests he be contacted by the committee prior to the search "to discuss the position to be filled, the position description

and qualification criteria, and most especially, the special strategies which will be employed to encourage applications from women and minorities."

The \$10,000 search fund would be made available to help committees defray the costs of an extended search for such applicants.

Active recruiting of women and minorities at professional meetings and universities, long-distance calls to identify potential candidates, extra support for the expense of bringing more than the usual number of candidates to the University when there are female or minorities in the top set of applicants, and supplemental clerical help to deal with larger applic-

ant pools are some of the ways the fund could be used, Olum says.

Another plan Olum discussed Monday with the Status of Women Committee is an administration internship program designed to give women and minorities much needed experience to enable them to "climb the executive ladder," says Katherine Eaton, committee chair.

A survey conducted by the committee last spring indicated a lot of interest in an administrative internship program, says Eaton. Eighty faculty women responded, Eaton says. The committee hopes to promote this interest by bringing in guest speakers from around the state for the workshop, she adds.

The Status of Women committee will discuss the administrative internship workshop at their Jan. 29th meeting, Eaton says.

Questions such as, "How do women get to be administrators?" and, "What kind of experience is needed?" will be brought up, she says, along with the problem of the recruitment and retention of women and minority faculty and graduate students.

"We are hoping to develop an 'exceptional opportunity pool' says Olum, "which would enable departments, even without a vacancy, to engage continuously in a search for faculty members of unusual quality or significance for our educational program. Such people might be outstanding scientists or scholars, ... individuals with special talents, excellent female or minority scholars, etc."

Olum says the details of the proposal will be worked out at a later date with the Office of Affirmative Action.

New county commission promises conservative, peaceful two years

Lane County government took a new direction the first of the year when three new county commissioners took their places on the board.

Although many think they know what will happen in the county for the next few years, the new commissioners may offer some surprises.

For the next three days the Emerald will examine the new commissioners, the important issues and how they will affect the county in the coming year.

First in a series

By MIKE HOPKINS
Of the Emerald

It may be too early to tell, but the Lane County Board of Commissioners' "new majority," consisting of Harold Rutherford, Vance Freeman and Otto, t'Hooft, will probably see eye-to-eye on most major issues.

Generally regarded as conservatives, the new commissioners enter their third week on the job after promising to save tax dollars, make the county's budget process more efficient and relax existing zoning restrictions on agricultural land.

On issues related to land-use planning, the new majority will probably prove as conservative as their supporters hoped and their opponents feared.

All three favor loosening or abolishing existing minimum acreage requirements for agricultural land to permit more residential, commercial and industrial development.

The new commissioners would also like to do away with the Lane County Boundary Commission, a state agency that rules on annexations and special service districts. The Boundary Commission has played an important role in past land-use decisions.

The new commissioners say they don't oppose land-use planning *per se*; they simply dislike the way the state Land Conservation and Development Commission's goals and guidelines have been applied in the past.

Harold Rutherford, who represents west Lane County, says LCDC standards have worked to usurp landowners' property rights. Planners have zoned rural land and imposed minimum acreage designations, often without regard to the area's potential uses, he says. Moreover, property owners are often not consulted beforehand, Rutherford added.

Land-use planning authority should belong to those most directly affected it, Rutherford explains.

"My prime concern is for the constitutional rights of the people who own the land," he says.

"I believe in land-use planning," says Springfield's Vance Freeman. Lane County must begin planning for the influx of people wanting to live in "God's country," he says. That includes both rezoning "marginal" agricultural land to allow residential housing construction and reserving space for new industry.

Because the county's growing population will need more jobs, Freeman favors creation of an economic development commission consisting of at least one representative from each township and from the county government.

Such a commission would compile an inventory of all land in the county suitable for residential, commercial and industrial use. This inventory then could be distributed to firms responding to advertisements placed in prominent publications, perhaps even the Wall Street Journal.

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today

University women's cross country team members and others have encountered problems jogging. Various citizen groups are currently involved in projects that should help protect Eugene's reputation as a "runner's heaven." Story on Page 3A.

Though the Portland Trailblazers seem to be on the way to their first losing season in three years, fans are remaining faithful. More than 10,000 turn out 41 times a year to watch the likes of Maurice Lucas, Tom Owens and Mychal Thompson do their stuff. See today's Sports Supplement, Page 4B, for details.

In a secret House Democratic caucus Monday, liberal state Rep. Grattan Kerans, D-Eugene, was elected House Majority Leader. One issue Kerans will have to deal with in his new position are cuts proposed by Gov. Victor Atiyeh in the Dept. of Human Resources budget, which administers welfare, children's services and other social programs. Stories on Page 8A.