

By DAGMAR OBEREIGNER
Of the Emerald

Hiring new faculty members has become something of an ominous task, at least partly because of an Affirmative Action Compliance Committee report adopted by the University Assembly earlier this month.

The AACC report is one in a long string of affirmative action reports and administrative memos intended to inform departments of their responsibility to locate and consider qualified women and minority applicants whenever jobs open.

University department heads say they are attempting to recruit women and minority candidates and are encountering frustrating problems in the process.

The first step search committees should take is to consult the Office of Affirmative Action, University Provost Paul Olum says. That office reminds the departments of University policies on Equal Employment and Opportunity as well as affirmative action guidelines.

Departments are also asked to submit written reports of the manners in which they intend to identify potential applicants among women and minorities, in addition to "special search strategies" to encourage applications from them.

Department heads appoint search committee members before a search begins, or in some departments such as English, the department selects a permanent search committee.

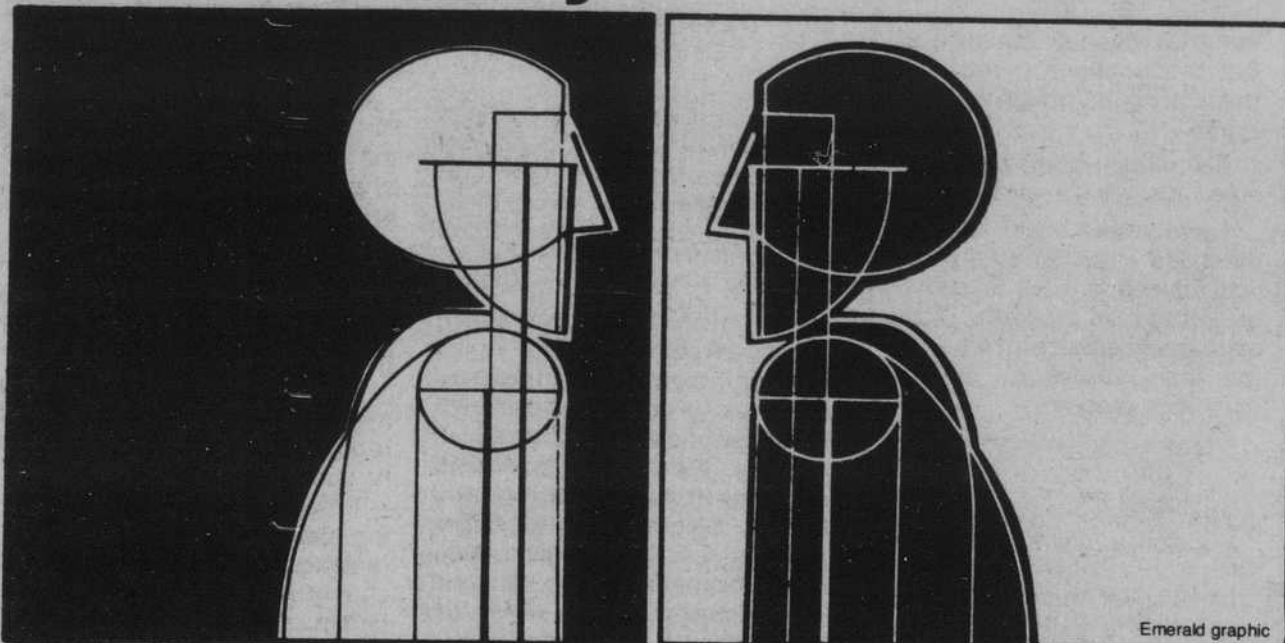
The provost's office works to insure that at least one woman serves on search committees. Departments having no women on their staffs are asked to bring in women from other departments.

Henry Goldstein, head of the economics department, says of a current search, "Some of the people in the department didn't go for bringing two women in (from outside the department), but those were the orders, so that's what we did."

He says the faculty members wanted decisions affecting the economics department to be made by the economics staff only.

Catherine Jones, associate dean of the College of Business, and sociology Prof. Jean Stockard were on the committee that recently completed the search for a labor economist to replace Mar-

Departments attempt task of minority recruitment



garet Simeral, whose contract with the University terminates in June.

Job ads for the position were first screened by the affirmative action office for wording and content, then placed in professional journals.

More than 60 applications were received, but some applicants lacked the necessary degrees and publications, Goldstein says.

Goldstein flew to Chicago to interview 25 selected male applicants and all six female applicants who submitted complete application folders.

Based on the interview and the screening of applications, the committee chose 12 applicants. That number was later narrowed to five, and members of that quintet were asked to come to the University and deliver a seminar on some aspect of their research. The department paid for part of the candidates' expenses.

The seminars were an important part of the selection process, Goldstein says, because candidates who have the same credentials on paper may be in different leagues when they present their material.

The department's first choice was a woman, who turned down the position for another offer. "We winned her and dined her, but to no avail," Goldstein says.

The offer was then made to a white male, who accepted. The offer now awaits Affirmative Action's approval.

Goldstein says the problem in fields such as economics is the lack of qualified women and minority candidates.

"If you have a hundred schools, a hundred jobs and five women or minority candidates in the pool, 95 schools aren't going to get women or minority teachers."

"Affirmative action seems to think if you only look in dark corners with a flashlight, you'll find qualified minority candidates, but I don't think it's true in economics."

But affirmative action insists on a "flashlight" process. Last November's committee report to the University faculty stated that the University has made "little or no gains in hiring affirmatively."

"There is no evidence of affirmative hiring at the administrative level," the report went on to say. The higher rate of replacement of women and minorities in academic appointments, and low representation of women and minority graduate students were also listed.

Fewer women than men enter

graduate programs in history, says Robert Lang, head of the history department. Not nearly enough minority students are enrolled in the history graduate program, he says, but adds, "We're doing pretty good in the proportion of women in the total number of grad students."

The history department has recently begun three searches —

two for visiting assistant professors, one for an assistant professor — and has released the names of search committee members, two of them women in the department, with each job announcement.

"I want to do that so people in other institutions will see that we have women in our department," Lang says. Job openings are listed in the American Historical Association Employment Bulletin, and the department has sent letters to all universities with history departments offering Ph.D. programs.

"I think the information communicated should reach everyone qualified for the job," he says, but "that's depending a great deal on the diligence of department chairmen."

Letters also were sent to the "traditionally black" colleges and universities. At the request of the Black Student Union, the department wrote to all black faculty and staff of the University, asking them to give the names of any black historians who may be prospective candidates and to list any traditionally black colleges where possible candidates may be employed.

Lang says there will "probably come a time when affirmative action won't be necessary, but it is necessary now."

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