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University

Administration strengthens policy Affirmative action stressed

By Peter Cogswell
Emerald Reporter

University President Myles Brand has announced major changes in the University's affirmative action office. The goal is to make a good affirmative action office better, he said.

"We have been strong in affirmative action in the past," Brand said. "This is not a change in direction. We are going to build on the existing foundation."

"It is important for the university to take a leadership role on issues like this," he said.

The University needs to work on recruiting and retaining minority faculty and students as well as continuing to be sensitive to gender and ethnic issues on campus, Brand said.

"We need to reflect the growing diversity world wide," Brand said. "We need to make the University sensitive to cultures and people of different backgrounds."

As part of his plan to strengthen affirmative action policy, Brand brought in Diane Wong over the summer to head the affirmative action office.

Brand also more than doubled the affirmative action budget this year from what it has been in recent years and increased the staff of the affirmative action office from four and

a half members to nine, of which two are part time.

Wong has also had the level of responsibility of her office elevated by being made a member of the presidents direct staff, Brand said.

"She will be involved with the planning process of the University. She will be integral part in all we do," Brand said.

A planning group has been appointed that will have the job of developing a university-wide process for planning goals and strategies for attracting and retaining a multi-cultural faculty, staff and student body, Brand said.

"This committee is involved in the planning process of affirmative action, but not in the actual creation of a plan," Brand said.

Almost 8 percent of the student population at the University was made up of minorities in Fall of 1988, the University News Bureau said on a press release.

More than 51 percent of the student population at the University in fall of 1988 was made up of women; however, of the entire faculty population in fall of 1988, 27 percent were women, and less than 1 percent were from minority groups.

The office of affirmative action will focus on four mandates: recruiting and enhancing minority representation among



Diane Wong

student, staff and faculty groups; compliance; investigation; and faculty, staff and student training, Wong stated in a press release.

Affirmative action will develop training programs for faculty, staff and student groups on campus to help them develop sensitivities and practical strategies in all areas of affirmative action, Wong said.

"We want to make sure that there are no implicit barriers at the University," Brand said. "We want the whole world to understand that people of color are welcome."

Brand said he is also considering a proposal to enhance the activities of the Office of Multicultural Affairs. Brand hopes to use the office to recruit minority students and support them when they come to campus.

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