

# CAMPUS

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through the report's suggestion that more minority faculty be hired, he said.

Clarence Spigner, an assistant professor of folk and ethnic studies at the University, said there is a symbiotic and reciprocal relationship between faculty and students.

When a minority student is having problems, that person is more likely to seek out a faculty member of similar persuasion who understands the perspectives of that person, he said.

If an African-American student is feeling alienated won't reach out to other whites but rather to someone who has been in a similar situation.

"Minority faculty will probably be retained with more minority students and vice versa," Spigner said. "I know I can't survive without more minority students in the classroom and I think students feel the same way."

Sauceda says the retention of minority students is often related to a personal relationship with a professor. He says they need that relationship to feel bonded with the University setting.

"Students of color need to see faculty that understand their perspective and share their experiences," he said.

Diane Wong, special assistant to the President for affirmative action and equal opportunity, said the larger problem that each University department must adjust to is that affirmative action has no effect on who the University hires. Individual

departments are in charge of tenure-track appointments.

An affirmative action policy, which states that a certain number of minorities be accepted no matter the circumstances, cannot be applied to a department that hires only one or two new faculty every year, Wong said, simply because the positions open up too infrequently to take lightly. Department faculty have to make the decisions on who is qualified and who isn't.

Wong said her influence is limited when it comes to faculty hiring. She can try to convince tenured faculty that a minority professor will increase the scholarly value of the University. Or she can offer a minority professor the chance to become a visiting scholar for a year or less, thereby offering other faculty the opportunity to observe this professor.

"Only under ideal conditions can I convince departments to hire tenure-track professors, but I can do other things," she said. "There's an attitude change that has to happen. I try to find ways to make those changes faster."

Sauceda said the report can only be effective if people take action on it. He believes it should be sent to every dean and every department head.

"People need to remember that society is changing, even here in Oregon," he said. "There are more students of color everywhere. There's only so much offices like ours can do. The real adjustments will take place outside these offices, places like the dorms. It's a challenge to the whole campus."




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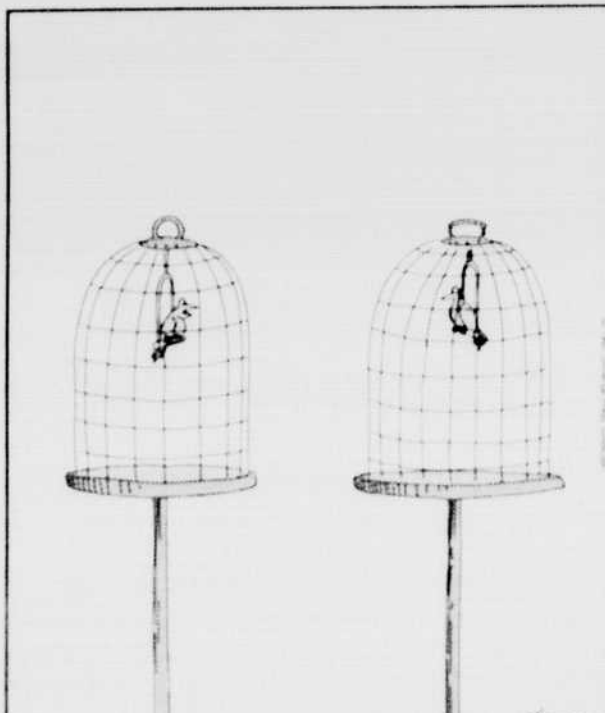
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