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Oct. 22, 1997

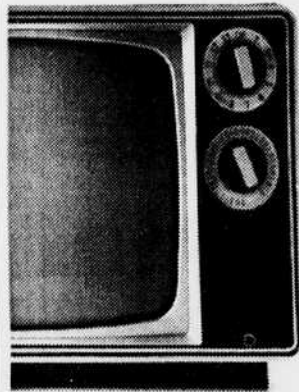
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## Minority employees at WSU drop in number

*The University says minorities are moving on to better jobs*

*The Associated Press*

PULLMAN, Wash. — The departure of large numbers of black employees from Washington State University is a positive sign, says the person who oversees minority recruiting for the campus.

The moves suggest WSU has successfully recruited talented young professionals who went on to promotions and higher-paying jobs elsewhere, said Ernestine Madison, vice provost for human relations and resources.

"When I look at most of the young people who left this year, they left because of promotions," Madison said in an interview published Monday in the *Moscow-Pullman Daily News*.

"To me, that is to be applauded. We were instrumental in recruiting them and prepared them to move on further and spread what they learned at WSU across the country."

But a graduate student who knew many of the 17 blacks who left after last year's academic year disagreed.

"I know why they left," said Angelique Grant, a doctoral candidate and part-time employee. "It was because of how they were treated at WSU."

The school's African American Faculty-Staff Association last month sent letters to newspapers throughout the state, complaining of a "black exodus" and criticizing the school.

Madison said she regrets WSU could not have kept some of those who left, but that minority faculty are in high demand.

"I feel like we've experienced a

lot of success," she said. "There are 17 people leaving, and there are still greater numbers [of minority employees] here when compared to 1990."

More than 20 minority faculty members have been added since April 1994, when students and faculty staged a week of protests over the lack of diversity on campus.

But there were just eight more minority employees at all WSU campuses last fall than in the fall of 1994, the statistics show, suggesting minority recruits don't stay long.

While total numbers were up, minority faculty made up a slightly smaller percentage of WSU's faculty in 1996 than in 1994, accounting for 11.4 percent last year compared to 11.9 percent two years earlier. The numbers for the fall of 1996, the latest year for which such figures are available, do not account for minority faculty hired or leaving since then.

Madison said she hopes to begin a study this year of how long minority faculty remain at the university after they are hired. She also wants money for a new "climate assessment" and exit interviews to gather information on why employees leave WSU.

The university also needs to shore up its mentoring programs for minorities, she said.

But those plans have their skeptics.

"This happens every few years, like a swinging door," student Franz Maish said at a recent forum. "Faculty of color come in. Two years later the environment is so bad they leave."

School administrators then call for an action plan or study, Maish said. "I think there is no earnest desire to listen to students."

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\*\* All lectures are offered in the early evening \*\*

### ANTHROPOLOGY

ANTH 310 Oregon Archeology 04 19:30-21:20 UH

### ASTRONOMY

AST 121 Elementary Astronomy 04 19:00-20:20 UH

### COMPUTER INFORMATION SCIENCE

CIS 120 Concepts: Inform Process 04 19:00-20:50 MW

### ENGLISH LITERATURE

ENG 399 Science Fiction Lit 04 18:00-20:50 W

### ENVIRONMENTAL STUDIES

ENVS 411 Env Issue: NW Forests 04 19:00-20:20 MW

### HISTORY

HIST 399 Holocaust in History 04 18:00-20:50 W

### LINGUISTICS

LING 150 Structure of Eng. Words 03 19:00-21:50 U

### RELIGIOUS STUDIES

REL 202 Great Religions 04 19:00-21:50 M



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