

Licensees

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the contract will be drawn up in March. The committee will invite selected University trademark licensees to talk about the contract in April. The end goal is to have Frohnmayer review the code of conduct by mid-May so that it can

be included in the 2000-01 contracts that will be sent to licensees by June 1.

The group of students, faculty and administrators reviewed the corporate codes of conduct from the Human Rights Consortium, the Fair Labor Association and the University of California.

The codes covered similar categories such as equity, collective

bargaining, wages and benefits, forced child labor, women's rights, working hours and conditions and ethical principles. The content of each category will be discussed in future meetings, McDonald said.

"We're starting a very good dialogue essential to incorporate in our code," said Mitra Anoushiravani, ASUO vice president and

committee member.

Just over 100 of the University's 278 trademark licensees have responded to the letter Frohnmayer sent Dec. 29, 1999. Of those, more than one-third of licensees needed more information about what was required of them.

For example, some of the smaller licensees may attach a Univer-

sity trademark to a hat they buy from a wholesaler, who bought it from a distributor, who bought it from an importer. These smaller businesses said they may have difficulty disclosing where the hat comes from originally because they don't know.

Bigger licensees provided the committee with their own codes of conduct.

Diversity

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sought out for opinion on diversity issues."

Carnahan's departure is just the latest in a series of diverse faculty who have left the University for other jobs. In recent years, a handful of nontraditional faculty, from two to five members, have left the University for other schools or businesses, making a predominantly white faculty even less diverse.

Of 3,108 University faculty, 2,782 are white, 301 are minorities and 25 declined to respond, according to the 1998 University Profile. But these numbers don't reflect faculty such as Carnahan who worked in diverse departments such as the LGBTA, Women's Center and the Women's Studies Program.

"It doesn't seem like that many, but when you look at how few faculty of color we have to start with it really starts to add up," ASUO Recruitment and Retention Coordinator Jason Mak said.

The issue became so serious that in May 1999 Mak and about 75 other protesters staged a sit-in at Johnson Hall. They demanded the University meet a number of diversity objectives, including extensive sensitivity training for faculty and giving student groups at least \$1 million to help meet their diversity goals. Eugene police arrested 31

protesters. Mak was later appointed to the summer diversity internship program, which was a direct result of the protest, to study minority recruitment and retention.

Some, such as Associate Law Professor Robin Morris Collin — who is the only female African American faculty member at the University — say the racial climate on campus is to blame. "It's like Germany in the 1930s," Collin said. "People are disappearing all around us and no one asks why."

Money talks

Some worry the University simply doesn't have the funds to keep faculty from leaving for other schools or other jobs regardless of their race.

As cost-of-living rates increase, the University has not increased faculty salary to compensate. The University pays its faculty 85.6 percent of what faculty at other peer universities receive, according to the 1997-98 Annual Report on the Economic Status of the Profession by the American Association of University Professors.

Vice Provost for Academic Affairs Lorraine Davis said an exodus of good faculty is always a problem, and it is more of an issue when they are people of color.

During informal discussions with faculty before they leave, however, she said she hears the diverse reasons from everyone, re-

gardless of their race or gender.

"The experience for each individual is different, and the reasons for leaving are varied," Davis said. "But their reasons aren't different from any other faculty member. It's related to salary or size of department, for instance."

Quintard Taylor said he stepped down as the head of the history department in June 1999 for an endowed history chair at the University of Washington for the same reasons.

"I got an extraordinary offer ... and a research budget the University [of Oregon] couldn't afford," Taylor said.

Robert Pena, former architecture professor said he left the University at the end of spring term 1999 because he wanted an opportunity to step out of his teaching role and work at an actual architecture business. He also said the racial climate on campus had nothing to do with his decision.

"I liked the University very much and couldn't have asked for more support," Pena said. "Doors were open for me here."

But Taylor and Pena both agreed the racial climate on campus will improve as soon as the University has more money to offer faculty of color.

"Part of the problem is that the University is underfunded by the state," Taylor said. "I can say if [the University's history department] had the money, they would hire more faculty of color. But goodwill

is not enough. We need a commitment of resources from the state."

Stifling diversity

But students and faculty of color do view the departures as a diversity issue and blame the ethnic climate on campus for pushing faculty of color away.

"Part of it obviously is money, but [the departures] directly speak to how they are treated in terms of the worth of their work," Mak said.

Despite the Johnson Hall protest and his suggestions in the summer interns' report, Mak said he still feels faculty of color aren't staying because of the way they are treated.

"Faculty of color get pigeonholed into all of these different committees because everyone wants them on their committee, and then they get burned out," Mak said.

Attitude adjustment

Breslow said he isn't sure what needs to happen to improve diverse faculty retention.

"How do you change the entire atmosphere?" Breslow said.

But he said the first step is for the administration to look at what other universities are offering their faculty.

"Things need to change in the highest levels of the administration," Breslow said. "Why are we an expert training ground and then they burn out and leave?"

Mak suggested the University could find out where it's lacking if

it conducted formal exit interviews, which currently don't happen. Provost John Moseley said having a formal process wouldn't add to the current informal process.

"In every case of any faculty we want to retain them, and we make a very strong effort," Moseley said. "When we know of someone who wants to leave, we discuss it with them, sometimes for well over a year."

Morris Collin, the associate law professor, suggested the University offer other diverse faculty the same thing she was offered — a job for her spouse as well, who is an environmental studies professor. She warned, however, that her suggestion could lead to institutional racism if spouses are not offered jobs that correspond to their skill level.

"That's why I stay, but I am looking every day," she said.

Carnahan said while she is discouraged by the University's attempts to address students' needs, she's optimistic that the diversity intern's programs will keep the issue in the spotlight.

Mak said a campus plan for diversity is currently in the works, which will nail down specifically what the University needs to do to improve diversity and pinpoint who will be accountable and carry out the goals that are set.

"Those who control the minds control the populace," Mak said. "This is really about freedom of thought."

Too much drinking

can really put your

GPA

in perspective



Most UO students are serious about their grades.



According to the 1998 CORE Survey, 82.6% of UO Students didn't let alcohol or other drugs get in the way of performing well on tests or important projects.



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