



12-20-1976

Memo Regarding Academic Personnel Search Committees

Commission for Blacks

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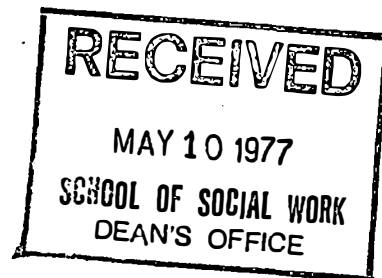
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December 20, 1976



M E M O R A N D U M

TO: Dr. Walter Herndon
Vice Chancellor for Academic Affairs

FROM: Luther Kindall, Chairperson
Committee on Faculty Affairs for the Commission for Blacks

SUBJECT: Academic Personnel Search Committees

Enclosed is my interpretation of your positions expressed in the meeting with Dr. Judith Keipers on December 6, 1976. Before making a report to the Commission for Blacks, I would like for you to review the report and inform me of any misinterpretations that I may have concerning the substance of your position.

LMK:ECB

Enclosure

REPORT TO THE COMMISSION FOR BLACKS

TO: CFB Commissioners

FROM: Luther Kindall, Chairperson
Committee for Faculty Affairs for the CFB

Dr. Judith Keipers and I met with Dr. Walter Herndon on December 6, 1976, concerning Black and female representation on Academic Personnel Search Committees.

Dr. Herndon expressed various reasons why he finds it inexpedient for campus commissions or committees to be officially represented on all academic search committees.

His positions were as follows:

- A. He has no ~~control~~ ^{direct involvement} over the process of selecting vice chancellors.
- B. If the two commissions are permitted to have commissioners on all academic search committees, then every committee or interest group on campus could demand the same representation.
- C. It would be too much of a burden on individual commissioners to serve on all academic search committees.
- D. Some committees may construe the presence of a commissioner as their minimum obligation to an affirmative approach.

After discussing the above issues, Dr. Herndon agreed that a mechanism could be established to accomplish the following:

- A. He is amenable to a method whereby the commissions could provide input (names) concerning the composition of search committees to guarantee that the Commission's ~~position~~ ^{concern} is represented on all search committees.
- B. He further suggested that the Commission provide names of prospective qualified Black applicants to each search committee.
- C. He encouraged Commission members (or representatives) to attend the open sessions to query prospective applicants about their commitment to affirmative action and problems that are unique to Black people and women.