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College of Liberal Arts Response to Task Force Inquiry

Commission for Blacks

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COLLEGE OF LIBERAL ARTS

(Abstracted from College's Response to Task Force Inquiry)

I. Black Presence

Total Number of Faculty Positions		Number of Black Faculty	
Total Number of Staff Positions		Number of Black Staff	
Total Number of Students Enrolled		Number of Black Students	
Under-graduate	Graduate	Under-graduate	Graduate

II. RECRUITING

FACULTY

There is an Affirmative Action Program to secure new Black faculty persons for the College of Liberal Arts. This program is a part of the Campus' Affirmative Action Plan.

"There is a subconscious effort to make the availability of positions known to members of minorities". The College knows, for each department, what candidates are available by the information on file in the central university office. However, the College has encountered problems in its search for Black faculty.

- a. Housing is a fundamental problem. There have been experiences encountered by the College where a prospective Black faculty declined the position because of problems in securing housing. This problem engenders from reluctance of some members of society to accept Black people.
- b. Spouses in other academic disciplines bring other contingencies to the fore. This problem is common

to all academic mileus. Frequent are times when the acceptance of a position is contingent upon the spouse's receiving a satisfactory position in his/her own field.

STUDENTS

Undergraduate

There is no recruitment program for any students "except honors or a special kind" of student. This notion of special kind has been neither conceptualized or operationalized.

Graduate

Graduate students are not recruited by each department, but through the Graduate School General University Program.

Staff

Some efforts are being made to make available positions known to Black persons.

III. ADMISSION REQUIREMENTS

Since there has been no special attention given to recruitment of Black students, and accordingly, there has been no policy articulated in relation to the admissions of such students; it is assumed that admission policies for the College are standard with those of the University. This standardization is lodged in

- a. Fulfilling University requirements as a prerequisite for undergraduate admission.
- b. Fulfilling first, the entrance requirements for admission to the Graduate School and second, prerequisites of the particular program in which the individual student is interested.

IV. Advising Programs

ACADEMIC

1. The College has an Advising Center for all Liberal Arts majors and is available to all of their students.
2. There had been, at one time, a discussion concerning the possibility of a formal Black Advising Center. This notion had been proposed by the Academic Coun-

cil. However, after the idea had been suggested and persons within the College had seen the idea favorably, the Academic Council failed to actualize its plan.

- a. The Black Studies Committee has used Black students as a resource in answering questions about Black Studies curricula.
- b. There are no Blacks on the Advising Center's staff. The College could not find any one who could be available.

V. Academic Progression

Black student enrollment (Distributed in curricula)
Undergraduate

Graduate

Black student drop outs and failures (due to low GPA)
Undergraduate

Graduate

Black students graduated
Undergraduate

Graduate

RECOMMENDATIONS

1. The College of Liberal Arts needs a special program of effort for the recruitment of Black persons (faculty, staff, and students). A subconscious effort does not suffice and neither does it fill the need for minority persons.
2. It has been noted that housing is a problem. It will probably take generations before housing is no longer a problem in the United States. For the present, discrimination in housing is a given. Deal with the problem at hand. A goal for the College could be to ferret out reliable and candid real estate agents who would assist them in an honest effort to secure housing for minority persons interested in faculty positions. This group would know the neighborhood and the agents could help them in their initial search because the agents would know the environment from a different perspective.