



Haverford College

OFFICE OF THE PRESIDENT

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April 8, 1982

TO: The Presidential Review Committee on Diversity and
Minority Concerns

FROM: Robert Stevens *RS*

This is just a note to thank you so very much, both for the energy you put in this year's review and for the excellence of the report. Last year we did not in fact have Board members as members of this ad hoc committee but clearly their addition was helpful and obviously the decision to use COD (and I like to think your willingness to be faced with the burden in later years) was fully justified. I should like to thank each and every one of you.

I thought it might be helpful if I ran through the report. I should, however, first mention three other points which are mainly based on information not available to your committee when the report was written.

First, two years ago we had five coaches all of whom were white. We now have six coaches two of whom are black. I think since Haverford regards athletics as an integral part of a liberal arts education it is important to recognize we have made some useful changes there. Obviously they should continue.

Second, I wanted to report, at least provisionally, good news in the area of admissions. In addition to the early decision statistics you report, applications by minority students were roughly 25% up and we have admitted more minority students than we did last year. (126 black and Hispanic applications this year, 83 last year. Admitted 62 this year, 49 last year. Admitted 13 Asian origin students this year.)

Third, I have acted on the ad hoc committee recommendations which were followed by the advice of Academic Council. In the music history search we have made the offer to a black candidate. He accepted the offer. Thus, two out of five new tenure track appointments will be minority ones.

May I now move to the substance of your report.

Committee on Diversity
Page two
April 8, 1982

In terms of the recommendations about the committee itself, I would agree with all three recommendations.

With respect to the recommendations about the Office of Minority Affairs, I agree both in your commendations and agree with your recommendations. It would be my intention to talk with Freddie Hill about how that might be most effectively achieved.

With respect to Admissions, I accept both your recommendations. I shall be talking with College Relations about publications. I am particularly sensitive to this. I sometimes worry that, in an effort to give a scrupulously fair picture of the College, Horizons for instance, has tended to repeat again and again our various failures. Failures there have been but the story for the last three or four years has in fact been a much more positive one and that somehow gets lost in the repetitions of the crises of the early and mid-70's.

With respect to curricular diversity I share most of your concerns. Indeed, I would accept all your recommendations. My only note of hesitation is my consciousness about the finite nature of our resources. While some of the courses and seminars that have increased diversity in the curriculum have been well attended, there were some serious problems about courses and seminars which are poorly attended. Some of this under-subscribing is no doubt as legitimate as in more conventional courses. On the other hand, all courses that are under-subscribed throw burdens on faculty members teaching more popular courses and raise serious questions about how long and how far we can go on supporting these less well subscribed courses. Clearly we should try to make them as attractive as possible. But we cannot continue to multiply seminars and courses emphasizing ethnic and geographic diversity, to satisfy principle if few students take them. I certainly do not disagree with the basic approach of the committee but I do think it is important to put in this caveat.

With respect to faculty hiring, I would again accept the recommendation. We now have a fairly clear idea of the five searches we shall have next year and the Affirmative Action Officer has begun the search to locate outstanding minority candidates in those five searches. This should enable us to continue the pressure we have kept up this year where two of the five tenure track appointments have been minorities. With respect to administrative and staff hiring, I agree with both the evaluation and the recommendation.

With respect to the pre-freshmen and pre-sophomore programs, I accept your evaluation and recommendations with one exception. I think it not fair to impose the burden of a pre-sophomore program on the budget, unless we are able to raise the funds for such a program from non-competing outside sources. I have no doubt that such a program would be desirable and in some ways we already have such a program in the sciences, through our Sloan and IBM grants. A more generalized program would be desirable. It could not, however, be accommodated within our present budget.

With respect to the Development Office, I accept the recommendation.

With respect to the Asian Student Association, it would be my intention to form such a committee early in the fall semester.

I am delighted about your comments on the quality of life. In my last two First Collections, while I emphasized the importance of numerical "success" in diversifying the College, I made the point that the true test of Haverford's success in diversifying will be the quality of life for minority students. For all students there are moments of trauma during their undergraduate existence; part of a good education is having values questioned and academic sinews tested. Not every majority failure to participate in every minority cultural event is necessarily a slight. I would like to think that we have now built up a critical mass of minority faculty and minority administrators. As we move to build up a critical mass of minority students it is my hope that some of the concerns about the quality of life will be solved, while others will become clearer and therefore perhaps addressable. I am not sanguine and certainly not smug; it is as I say our toughest task. It is also our most important.

Let me say once again how much I appreciate this report and all the work that went into it and its obvious quality and commitment.

Your contribution is appreciated by the whole college community.