



Haverford College

OFFICE OF THE PRESIDENT

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April 18, 1977

The following statement was produced by the Haverford College Board of Managers during their Retreat on campus last Saturday, April 16. Enjoy the reading,

Jeff Genzer

HAVERFORD COLLEGE
BOARD OF MANAGERS

The Board of Managers is deeply grateful to the Minority Coalition, which has brought into the center of the community's awareness the lack of progress over the past five years in the achievement of greater diversity on the campus. We recognize that sincere efforts have been made to further that objective. They have not been sufficient.

Therefore:

1. The Board accepts the challenge to give increased minority representation in faculty, students and staff higher priority in the College's affairs.
2. The Board directs the administration to take the lead, in close consultation with the Minority Coalition, the faculty and the students, to bring forth such early and concrete improvements in the hiring and recruiting processes as will produce significantly increased minority representation at an early date.
3. The Board expects at its May meeting to learn what improvements have been made in those processes, and to discuss further concrete responses from the Board to the Minority Coalition's concerns; further, the Board expects to keep those concerns high on its own agenda as long as is necessary to achieve demonstrable results.

Recommendation of the Faculty Ad Hoc Committee
on Minority Group Concerns

The ad hoc Committee on Minority Group Concerns, after serious consultation both with the Minorities Coalition and members of the faculty, recommends adoption of the following resolution:

The faculty has received the statement of the Minorities Coalition and acknowledges the urgency of the problem as expressed in that statement. We recognize the failure of Haverford's Affirmative Action Program to bring minorities (as defined by the Federal Government) to the College. The faculty therefore adopts the following procedures, with a moratorium to be imposed on all faculty appointments and tenure decisions until the committee herein described is established and functioning.

- 1) The college will develop a five-year timetable for adding minorities to the faculty with the understanding that,
 - a) vacancies in the faculty will not automatically be filled; instead, the desirability of filling or continuing a vacant, but currently extant position, will have to be weighed by the College Committee on Faculty Appointments (see 5, below) against the desirability of making the campus more diverse. In the rehiring and promotion decisions of those currently on the faculty, failure to contribute to diversity will not affect the decision to rehire or promote. In the rehiring and promotion decisions of those added to the faculty, contributions to diversity will be considered only favorably as one of the four criteria of evaluation; the others remain as currently defined: scholarship, teaching and community service.
 - b) all new openings within the faculty (from positions not continued and new positions created) will be placed within a general pool. Proposals for these positions will be submitted to the College Committee on Faculty Appointments and these proposals will be evaluated in terms of their capacity to bring diversity to the campus.
 - c) In situations of exceptional curricular need, the College Committee on Faculty Appointments will recommend allocating positions to departments to be filled in open searches.
- 2) Open search committees have not succeeded in bringing more minorities to Haverford. Therefore, until we have achieved the goal in (4) below, one basis of evaluating proposals for the new openings will be the capacity to identify attractive minority candidates to fill these positions. We will, in other words, attempt to hire specific persons, at the appropriate rank, to fill specific positions. If these persons are not available, the position will be transferred to the department or other group forwarding the next most attractive proposal.
- 3) In all open searches to fill continuing positions, or positions created in accordance with 1c, the widest net must be cast to attract minority and women candidates. It is essential that the current affirmative action programs be supplemented, not diminished. The College must make every effort to become a more attractive place for these applicants.

- 4) The College will move towards the goal of having minorities represented at all ranks and categories of the faculty in numbers commensurate with the need to achieve significant presence--8 or 10 full time equivalents given the present size of the faculty. This is the goal of the College Committee on Faculty Appointments' first five year program. A new timetable should be drawn up after five years to insure that this goal, once achieved, is maintained.
- 5) A body to be called the College Committee on Faculty Appointments, reporting to the Academic Council, will have the following functions:
 - a) It will administer 1a and 1c above.
 - b) It will administer 1b and 2 above, i.e., it will serve as the body evaluating proposals for filling positions within the general pool.
- 6) The College Committee on Faculty Appointments will be constituted in the following fashion:
 - a) The faculty from each of the College's three divisions will elect one of their number to the College Committee on Faculty Appointments. Each person elected will serve a three year term, with elections to be staggered. In addition a fourth faculty member will be chosen by EPC as its representative on the College Committee on Faculty Appointments. Thus the primary responsibility for administering the program and for successfully implementing its goals will be vested in the hands of four faculty members.
 - b) The minorities student coalition will hold an election among all minority students to elect two persons to serve on the College Committee on Faculty Appointments. Each person will serve a one-year term.
 - c) The student body will elect two persons to serve on the College Committee on Faculty Appointments. Each person will serve a one-year term.
 - d) The president, the provost, and the director of minority affairs will serve as ex officio members of the College Committee on Faculty Appointments.
- 7) Academic Council will retain its current role in recommending particular faculty searches and final faculty appointments. The Council will report to the faculty on proposed faculty allocations before searches are officially begun.

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