

UNIVERSITY COMMITTEE ON EQUAL OPPORTUNITY  
AND AFFIRMATIVE ACTION  
Minutes for October 2, 1996 Meeting

Present: E. Ackermann, M. Alexander, C. Cain, E. Champagne, W. Dougherty, M. Ellerbrock, M. Flynn, K. Frazier, E. Holford, M. Holmes, M. Moore, R. Myers, B. Pendergrass, B. Pistner, C. Ramdas, F. Richardson, R. Rios, J. Rollins, L. Schaefermeyer, R. Scheckler, E. Scott, L. Smith, S. Norman (for D. Travis).

Call to order: Elyzabeth Holford called the meeting to order at 3:32 p.m.

Adoption of the agenda: The agenda was adopted as presented.

EOAA Committee notebooks: Elyzabeth Holford encouraged new members to review their notebooks because they provide an overview of material issues. They also contain last year's minutes, which indicate how the committee functions.

Introduction to EOAA Office: Speaking as its director, Elyzabeth said the EOAA Office covers three areas: supervision of all faculty searches to ensure affirmative conduct; compliance responsibilities concerning federal and university nondiscrimination/harassment policies and the filing of federal and state affirmative action plans; and education and outreach, with training modules that address diversity, sexual harassment, and discrimination. The office also publishes the biannual Diversity Newsletter. Elyzabeth spoke about the SAFE (Sexual Assault Facts and Education) Project, which the office is coordinating beyond its usual obligations. Leo Smith designed the in-depth program aimed initially at intact student groups - Athletics, the Corps of Cadets, and fraternities. The project involves both male and female students. Eventually it will be used throughout the campus. Finally, Elyzabeth noted that the office shares with the committee its quarterly and annual reports on compliance cases, ADA efforts, and faculty search processes, edited to protect confidentiality.

Introduction of new chair: Lynne Schaefermeyer was introduced as chair, having been appointed by President Torgersen. Lynne said she has served in various positions within the university's governance structure over the past eight or nine years.

Meeting schedule for remainder of year: Members agreed to be polled about possible meeting dates and times. [The result was a preference for the first Tuesday of each month, 3:00 - 5:00 p.m.] Lynne decided to keep last year's format wherein the subcommittees meet for the first hour of the two-hour block.

Last year's subcommittee reports: Previous chair Larry Moore provided a summary of each subcommittee's activities last year, which were distributed at the meeting. The summaries should serve to acquaint new members with the committee's accomplishments.

Proposed new subcommittees: Lynne said she has given some thought to what did and did not work with last year's subcommittee structure. She decided to retain the Publicity and Policy Subcommittees, and she conceived of a new one to be called Committee Programming. This group will select and secure presentations of relevant material for the entire committee, whose members will in turn relay the information to their constituents. Lynne asked if there were suggestions for the formation of other subcommittees, but none were offered at this time. The expectation is that everyone will serve on a subcommittee of their choice. Lynne stressed that she doesn't want to be explicit in outlining each subcommittee's agenda; she intends for them to be

self-directed. She did, however, agree to develop brief preliminary charges for the subcommittees to assist unfamiliar new members. Other business: Lynne was approached about whether the committee would be interested in a presentation from the Office of University Planning and Self-Study. Members agreed to place this on next month's agenda.

Adjournment: There being no further business, Chair Schaefermeyer adjourned the meeting at 4:40 p.m.

Respectfully submitted,

Karen L. Poe  
EOAA Committee Secretary

Next meeting is Tuesday, November 5, 1996

UNIVERSITY COMMITTEE ON EQUAL OPPORTUNITY  
AND AFFIRMATIVE ACTION  
Minutes for November 5, 1996 Meeting

Present: E. Ackermann, J. Chen, W. Dougherty, C. Easterwood, M. Flynn, K. Frazier, E. Holford, P. Hyer, D. Lisker, L. Moore, R. Myers, B. Pistner, C. Ramdas, V. Reilly, J. Rollins, L. Schaefermeyer, R. Scheckler, E. Scott, L. Smith, A. Spencer, M. Swartz, D. Travis, B. Watford.

Call to order: Chair Lynne Schaefermeyer called the meeting to order at 4:05 p.m.

Adoption of the agenda: The agenda was adopted as presented.

Adoption of the minutes: Minutes of the October 2, 1996 meeting were adopted.

Subcommittee reports: Elaine Scott reported that Committee Programming has not yet designated a chair. However, they considered presentation topics and a tentative schedule in which different members of the university community will address each meeting on various affirmative action issues. Bev Watford said they are intending short (15-30 minutes), interactive presentations. Perhaps in the spring an outside speaker will be invited to discuss the future of affirmative action.

Publicity: Chair Donna Lisker said they will continue Spectrum inserts with an emphasis on nontraditional students. Each member has an assignment to write or solicit a piece on the topic to include nontraditional by age, students with disabilities, and women in unconventional fields; future issues may feature religious minorities and international students. They plan to have the articles completed by the end of the term and ready for publication next semester. Donna added that when the EOAA Office develops a Web site, the articles can appear there also.

William Dougherty will serve as chair of the Policy Subcommittee. He said they discussed the draft of a university policy currently titled "Accommodation of Students, Employees, and Applicants with Disabilities" presented by Virginia Reilly, ADA Coordinator. The subcommittee will review other policies that may be affected. At an appropriate time the entire committee will review the draft. William added that the Publicity Subcommittee may be asked for help in disseminating it once it is approved.

University Self-Study overview: Lynne said that as chair of the EOAA Committee she was invited to a presentation on the self-study that is currently underway. She has forwarded information to Committee Programming for their decision on whether to have a more detailed presentation before the entire group. She explained the timetable and the role the committee might play. The university has requested an alternate self-study process as opposed to a traditional, very comprehensive one. The alternate is a nontraditional, focused and strategic study and includes an institutional effectiveness component and a strategic component. The design phase was in a January-June time frame, and the study is now in the define-questions-and-gather-data /Fall 1996 stage. As the criteria are reviewed, questions may arise that would be appropriate for this committee to consider; that is why the study wanted the committee to be aware of its work.

Other business: Lynne announced demonstrations of the new Human Resources system on November 8 and 15; contact Personnel for more information. She then encouraged members to read the Fall/Winter 1996 issue of the EOAA Office's Diversity Newsletter. Next, she prompted two

members who had yet to sign up with a subcommittee to please do so.

Elyzabeth Holford spoke on the EOAA Office's 1996 Third Quarterly Report distributed to members since the last meeting. She said the version members receive has the general information without specific tables, and while the president and provost are privy to more details, names are not released to them to protect confidentiality. The report does not narrate the office's daily activities but gives an idea of its caseload of complaints. It now recounts the activities of the university's ADA coordinator, hired last summer. And a third component summarizes faculty searches with a breakdown of hires by race and gender and an accounting of exemptions from normal affirmative action search procedures. While the latter are granted when legally justifiable, Elyzabeth said she cautions department heads to avoid consistently asking for them. She urged members to share the quarterly report with colleagues and constituents and to refer any questions they may have to her.

Elyzabeth spoke on the Project SAFE (Sexual Assault Facts and Education) and said a condensed version of the four-part, two-hours-per-session program could be presented to the committee, should it be interested. Also, the EOAA Office makes presentations on the history of affirmative action to classes and student groups and this, too, can be done for the committee to bring everyone to the same level of comprehension.

In conclusion, Elyzabeth apprised new members that the committee's substantive work occurs within the subcommittees and that the meeting of the entire group is devoted to sharing information and discussing the larger conceptual concerns.

Elaine noted that the January 7 meeting will occur during winter break when faculty and students may be absent. Lynne said it can't be postponed until the next week as classes resume then, and to cancel the January meeting or move meetings to later in the month would result in too much lost time.

Pat Hyer suggested holding a future meeting in the Black Cultural Center or Multicultural Center for those who haven't seen these facilities; members agreed this could be done.

Adjournment: There being no further business, Chair Schaefermeyer adjourned the meeting at 4:32 p.m.

Respectfully submitted,

Karen L. Poe EOAA Committee Secretary

Next meeting is Tuesday, December 3, 1996 in Donaldson Brown 4:00 - 5:00 p.m., Executive Conference Room

UNIVERSITY COMMITTEE ON EQUAL OPPORTUNITY  
AND AFFIRMATIVE ACTION  
Minutes for December 3, 1996, Meeting (Revised)

Present: E. Ackermann, C. Cain, J. Chen, W. Dougherty, C. Easterwood, M. Ellerbrock, M. Flynn, K. Frazier, R. Giddings, R. Grayson, C. Haas (for R. Oderwald), E. Holford, M. Holmes, P. Hyer, D. Lisker, R. Myers, B. Pendergrass, V. Reilly, R. Rios, L. Schaefermeyer, R. Scheckler, L. Smith, B. Watford.

Call to order: Chair Lynne Schaefermeyer called the meeting to order at 4:05 p.m.

Adoption of the agenda: The agenda was adopted as presented.

Adoption of the minutes: Minutes of the November 5, 1996 meeting were adopted.

Two speakers sponsored by Committee Programming Subcommittee:

Report on meeting between the administration and minority undergraduates: Chandra Cain, Coordinator of Multicultural Programs, said the Black Organizations Council and the Asian American Student Union felt they had not had an opportunity to discuss their concerns with the university's administration, so they met in October with Provost Meszaros and VP for Student Affairs Cross. Approximately forty students attended. The administrators were told they did not have to respond at this time, but just listen to the students' concerns; they could express their reactions and offer solutions at a second meeting. Among the students' perceptions: there is not enough recruitment of African American students; Asian American students said they weren't made aware of existing support services and that additional services would be necessary for their success; both student groups want more classes in ethnic studies, particularly those that would enhance cultural sensitivity, and they want to be able to use them to satisfy curriculum requirements; and they favor an increase in the Multicultural Center's programming budget.

Regarding recruitment, Meszaros asked the students if they would be interested in serving on an admissions committee; Cain will work to engage them in this. Another idea is for African American students to visit their high schools and highlight their experiences at Tech, and perhaps produce a videotape for their presentations. Cain will meet with the students to further refine their intentions for multicultural classes. She concluded by saying she hopes to make meetings with administration ongoing. EOAA Committee members discussed these student issues at length.

Report on Center for Academic Enrichment and Excellence: Ron Giddings, Associate Coordinator, distributed a booklet that describes the center's various programs, all designed to enhance student retention and graduation rates. He began with an overview and then spoke on those programs that address the needs of African American students. The CAEE offers eight major programs, including tutoring to all undergraduates; a mentoring program for first and second-year students in the Virginia Tech Academic Success Program; the Support Program for Juniors, Seniors, and Transfer Students featuring career development; and Project Success for third and fourth-year students at risk of dropping out. Specifically targeted programs consist of the Society of African American Scholars for students with 3.0+ QCA's; study retreats, an intervention for lowerclassmen/women; students also confer with a graduate assistant who monitors their satisfaction and progress; another initiative is focus group interviews wherein students relate their

experiences, permitting responsive intervention; and in fall 1997, CAEE will conduct a coping skills retreat.

When asked about the success rate of Project Success, Giddings said it has been very good because of an emphasis on study skills and time management. Next, Smith asked why African American students at the University of Virginia have a higher graduation rate than at Tech. Giddings responded that its geographical location is one of the least important factors. He said the climate at UVA is better--unlike Tech, they have created a critical mass of African American students and an environment more conducive toward realizing graduation. Giddings remarked that Tech's faculty and administration already have the answers to improving campus climate and must simply commit to the task. Haas said most faculty have good intentions but don't know the particular needs of minority students or how to respond to them. Watford said that was why Cain and Giddings were invited to speak; each EOAA Committee member is now charged with reporting their information on referral and support services back to his or her constituents.

Subcommittee reports: William Dougherty said the Policy Subcommittee reviewed a second draft of a proposed policy on the accommodation of employees, students, and applicants with disabilities. Virginia Reilly, ADA Coordinator, and Pat Hyer had added resolution language to it and did a comparison study of existing policies. The policy was presented to the entire committee for a vote of endorsement and to move it forward to the Commissions on Faculty Affairs and Classified Staff Affairs for their approval. A quorum was not present; Holford suggested an electronic mail vote to speed it through the governance process. Publicity Subcommittee: Lisker reported that they intend to have a Spectrum insert on nontraditional students appear in February. She invited members to contribute an article or refer any such students to her.

Watford said Committee Programming will continue to provide speakers as their goal is to educate and inform the campus community.

Adjournment: There being no further business, Chair Schaefermeyer adjourned the meeting at 5:08 p.m.

Respectfully submitted,

Karen L. Poe  
EOAA Committee Secretary

Next meeting is Tuesday, January 7, 1997 in Donaldson Brown

UNIVERSITY COMMITTEE ON EQUAL OPPORTUNITY  
AND AFFIRMATIVE ACTION  
Minutes for January 7, 1997, Meeting

Present: E. Ackermann, C. Cain, E. Champagne, J. Chen, W. Dougherty, M. Ellerbrock, R. Giddings, E. Holford, P. Hyer, D. Lisker, L. Moore, R. Myers, R. Oderwald, B. Pendergrass, W. Pistner, R. Rios, L. Schaefermeyer, R. Scheckler, L. Smith, B. Watford.

Call to order: Chair Lynne Schaefermeyer called the meeting to order at 4:02 p.m.

Adoption of the agenda: The agenda was adopted as presented.

Adoption of the minutes: Minutes of the December 3, 1996 meeting were adopted with one correction.

Subcommittee reports: Watford said that Committee Programming did not have a speaker scheduled for today's meeting due to the holidays, but Pat Hyer will speak at the February meeting on the current diversity of faculty and staff. She also said the College of Arts and Sciences Diversity Committee may appear at some future date to relate their excellent accomplishments.

Publicity: Lisker said they will soon have an entire insert ready for late January publication in Spectrum. It will deal mostly with nontraditional students but will include a calendar for Black History Month. The subcommittee discussed producing another insert before the end of the academic year, but they haven't decided on a topic. Possibly they will interview department heads for their feelings on how affirmative action has helped their units and the university.

Dougherty reported that the Policy Subcommittee discussed the proposed policy on the accommodation of employees, students, and applicants with disabilities, which the EOAA committee approved electronically in December. It will be presented to the Commission on Classified Staff Affairs on January 8, and to the Commission on Faculty Affairs on the 24th.

The subcommittee also spoke of core curriculum classes intended to foster favorable attitudes toward multiculturalism and diversity. They considered meeting with the heads of curriculum committees to discuss highlighting existing courses that address these issues; Cain suggested they do this before advocating the addition of any new ones to the curricula.

EOAA Office 1996 annual report: Regarding compliance cases, Holford said there were more formal complaints than informal. She attributed the low number of ADA complaints to the commendable work of Virginia Reilly, ADA Coordinator; Reilly has performed outreach and has made as many accommodations as are appropriate and within budget. Holford said sexual harassment education is ongoing. Many more academic units were involved this year, and while all of the department heads in the colleges have been trained the departments themselves will require training through 1997.

Laurence Moore remarked that there was a tremendous void in the hiring of tenure-track African-American faculty, and that the number of black faculty and staff at Tech has declined. Hyer said that performance indicators for this group were down or there was no positive trend up or down. Moore added that there has been a concurrent decrease in the number of black students and these figures should be of concern to a land-grant university. Watford responded that it is not of enough

concern to those in the position to hire; she and other black faculty and staff have tried to make the administration aware that passive methods of hiring are inadequate, and that the university should perhaps emulate the proactive means of large corporations to reach the critical mass that would check declining numbers.

Hyer said \$1.5-2 million has been spent on Exceptional Opportunity Position hires, and that three people were hired in 1996, with two more expected in fall 1997. She will bring the faculty census as of September 30 (the official census date) to the next meeting. Tech bases its faculty profile each fall on this census; the data will show a five-year history of hires by race and gender.

Ellerbrock asked if President Torgersen officially responds to the EOAA Office's annual report. Holford said he does not respond in writing, but there are discussions. Hyer noted that Provost Meszaros is very concerned and encourages the deans to improve their records, but in her capacity she cannot hire faculty.

Laurence Moore made a motion that the committee send a letter of concern to Torgersen and Meszaros stating that Tech must make a concerted effort to enhance the number of underrepresented faculty in all categories. The motion passed, and Chair Schaefermeyer will draft the letter. Watford said this action would be meaningful to the black faculty and staff.

Other business: Holford asked the committee if future meetings could be moved an hour earlier (2:00 - 4:00 p.m.) to accommodate a class she teaches. Members agreed because her attendance as an ex officio member is essential.

Ellerbrock asked Rios to expound on sexual harassment cases. Rios said some complaints arise from faulty decision-making processes, personality conflicts, or questionable management practices. Ellerbrock next asked how often an investigation will result in a mutually satisfying conclusion. Rios said about 50 percent of the time, noting that parties feel reassured when the investigatory process is explained to them, when policies are clarified, and when (routinely) a thorough investigation occurs in which both sides are heard. Should parties be dissatisfied with the office's findings, they have recourse in external agencies.

Adjournment: There being no further business, Chair Schaefermeyer adjourned the meeting at 4:47 p.m.

Respectfully submitted,

Karen L. Poe  
EOAA Committee Secretary

Next meeting is Tuesday, February 4, 1997 in Donaldson Brown  
Subcommittees meet 2:00 - 3:00 p.m. in rooms not yet assigned  
Entire committee meets 3:00 - 4:00 p.m.  
Executive Conference Room





UNIVERSITY COMMITTEE ON EQUAL OPPORTUNITY  
AND AFFIRMATIVE ACTION  
Minutes for February 4, 1997, Meeting (Revised)

Present: E. Ackermann, E. Champagne, J. Chen, E. Creamer, W. Dougherty, C. Easterwood, M. Flynn, K. Frazier, E. Holford, M. Holmes, P. Hyer, D. Lisker, T. Lo, L. Moore, R. Myers, B. Pendergrass, W. Pistner, V. Reilly, R. Rios, J. Rollins, Glenda Scales (for D. Travis), L. Schaefermeyer, R. Scheckler, E. Scott, B. Watford.

Call to order: Chair Lynne Schaefermeyer called the meeting to order at 3:02 p.m.

Adoption of the agenda: The agenda was adopted as presented.

Approval of minutes: Minutes of the January 7, 1997 meeting were approved.

Subcommittee reports: Lisker, Publicity Subcommittee, said the group's first insert of the year, featuring nontraditional students, appeared in the January 30, 1997 issue of Spectrum. The final insert is planned for late April with an examination of how various university training/awareness programs on multiculturalism, diversity and sexual harassment affect campus climate. The subcommittee may interview deans, members of the women's community and Elyzabeth Holford. As a side item, they may review highlights of past President's Conferences.

Dougherty reported that Susan Brooker-Gross, Associate Provost for Undergraduate Programs, spoke to the Policy Subcommittee on the core curriculum, specifically what qualifies a course for inclusion in a particular area. This was a preliminary discussion, and more reports and recommendations to the full committee will follow.

Easterwood said Committee Programming decided to have someone from Black Studies speak in March, and a speaker from Women's Studies in April.

Faculty diversity: Hyer presented her annual report on the demographic profile of the faculty. She prepares a faculty census based on a snapshot date of September 30. It is presented to the deans to inform them of the progress they have made toward diversity over the past year; it also helps set goals for the university's affirmative action plan.

Hyer distributed two handouts, the first beginning with a "Workforce Analysis for Full-Time Faculty - Summary Report." She explained that it is the only table to focus on all faculty across the whole university, and faculty members are not double-counted. (The remaining attachments refer strictly to tenure-track faculty and do involve double-counting.)

She noted that we have better proportions of women and minorities in the noncollegiate ranks than in the collegiate.

Hyer concluded from the "Women and Minority Full-Time Tenure Track Faculty" report that the Asian count is going down. Regarding the 1996 figures for black faculty, there are fewer than last year and will be even fewer next year due to remaining ITOs (early retirement). However, there are actually more black faculty than this number suggests: the total does not include those who are in administration, or who are not U.S. citizens, or who are not yet tenure-track. She said the proportion of women has increased because more white males are retiring, not because so many more women were hired.

Reading from the "Goals" page, Hyer explained how the goals are established: the current faculty profile is compared with the availability pool. For tenure track positions, the pool is the number of doctorates awarded nationally, in particular disciplines, during the

years 1980-1988 (she acknowledged that the database needs updating). Basically, the goals are the difference between what the labor pool offers and what Tech has, though they may not be achievable. The bold numbers at the bottom indicate how many more of a particular minority should be hired.

Hyer discussed the second handout containing five-year trend data for tenure-track faculty. It shows Tech has done very little hiring; this limits the capability for making much change. Another limitation is the aging of the faculty: there are more full professors than assistant professors. The figures under the "All Faculty" heading show the steady decline in the total number of faculty, with the probability of more departures next year.

In summary, Hyer said Tech's hiring rate of 33 to 40 percent women has allowed some progress on female representation, but minority hiring is dismal. As a partial remedy, she noted the administration's support of the Exceptional Opportunity Program, which funds minority hiring, spouse placements, and senior women hires.

EOAA staff audit: Flynn announced that the Office of Federal Contracts and Compliance Programs, Department of Labor, will conduct an audit of Tech's 1996 affirmative action plan. He reviewed the processes used in the last audit (1991) in which OFCCP concluded that Tech was making good-faith efforts in meeting its goals. To assist his explanation, he distributed: 1996 On-Campus Work Force Profile; 1996 and 1997 Goals for On-Campus Staff; Job Group Descriptions; and Legal Foundation for Equal Opportunity and Affirmative Action.

An OFCCP audit consists of a desk audit of the written plan followed by an on-site visit. OFCCP will ask that specific documents be pulled before their on-campus review, and while visiting Tech they may drop in on departments or try to speak with unsuccessful applicants and employees. In examining faculty hiring, they are concerned with disciplines, whereas with staff it is EEO (job group) categories. Usually OFCCP focuses on staff more than faculty figures, and last audit in particular they studied promotions, terminations, and transfers for nonfaculty. Time-consuming discussions and investigations concerning reasons for nonselection ensued; for professional jobs they wanted to know why Tech didn't hire seemingly qualified women or minorities when it had the opportunity to do so.

Flynn said glass ceiling issues will likely be on OFCCP's schedule. They will look primarily at staff ceilings, but if their time and expertise allow, they may examine faculty too. He predicts that starting-salary discrepancies between "deep pocket" departments and those with tighter budgets will be discussed; also that the same grade may start at a higher salary depending on the job group (Skilled Crafts--male dominated versus Office/Clerical--female dominated). But essentially, they are looking for good-faith efforts such as existent programs, developmental opportunities, and outreach, recruitment and retention. Flynn noted that they have been drastically affected by declining resources.

Committee letter to President Torgersen: Chair Schaefermeyer distributed a draft letter of concern on underrepresented faculty, staff and students per the committee's motion in January. Watford said that last year when the committee proposed Torgersen's letter of recommitment to affirmative action, it was particularly troubled by the lack of persons of color; she said the drafted letter should emphasize this ongoing cause for alarm rather than call for general diversification. Pendergrass said we should include the committee's contention that Tech should strive to better represent the demographics of the state of Virginia. Some members expressed the opinion that the letter needs stronger wording: Flynn said the administration should communicate to

deans, directors and department heads that they must be accountable for their hiring; Myers suggested the committee ask for specific instances of commitment rather than general promises.

Schaefermeyer said she will e-mail the draft letter to members so they can make changes on it and resend it to her. Another draft incorporating these submissions will be available at the next meeting.

Other business: Chair Schaefermeyer announced that disabilities is the topic of this year's President's Conference, which will be held Monday, March 31. Dr. Jane Jarrow, a nationally recognized expert on disabilities and higher education, will speak from 12:00 - 1:30 p.m. in the DBHCC auditorium. At 7:00 that evening, former Miss America Heather Whitestone, who is deaf, will speak at the same location with a reception to follow.

Adjournment: There being no further business, Chair Schaefermeyer adjourned the meeting at 4:05 p.m.

Respectfully submitted,

Karen L. Poe  
EOAA Committee Secretary

Next meeting is Tuesday, March 11, 1997 in Donaldson Brown

UNIVERSITY COMMITTEE ON EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

Minutes for March 11, 1997, Meeting

Present: E. Ackermann, D. Alexander, J. Chen, W. Dougherty, C. Easterwood, M. Ellerbrock, M. Flynn, K. Frazier, R. Giddings, R. Grayson, E. Holford, P. Hyer, D. Lisker, L. Moore, R. Oderwald, V. Reilly, R. Rios, L. Schaefermeyer, R. Scheckler, E. Scott, L. Smith.

Call to order: Chair Lynne Schaefermeyer called the meeting to order at 3:06 p.m.

Adoption of the agenda: Hyer moved to make the first item of business the draft of the committee letter to President Torgersen; she also moved to add a discussion of the Affirmative Action Incentive Grants. With those changes, the agenda was adopted.

Approval of minutes: Revised minutes of the February 4, 1997 meeting were approved.

Committee letter to President Torgersen: Chair Schaefermeyer distributed the most recent draft, which incorporated members' suggestions, and called for reactions. Hyer raised the option of attaching supportive data from the faculty and staff reports she and Flynn gave at the February meeting. Ellerbrock thought the first draft ought to recommend specific strategies to assist the president and provost. Oderwald said there are existent policies that attempt to accomplish the letter's goals; they should be cited and their enforcement insisted upon (example: the Faculty Search Guidelines). However, Flynn said, unless those responsible for hiring have a personal commitment to diversity or have expectations placed upon them, those same policies can be used to avoid pro-diversity endeavors. Grayson noted that in the past, the Black Caucus Advisory Committee derived strategies that could be utilized; they were presented to the administration in a letter and at a meeting. Schaefermeyer requested a copy of the caucus letter for reference in the EOAA Committee letter. Likewise, Giddings named a report from Institutional Research showing that students feel race is a significant matter at Tech.

Schaefermeyer asked the committee whether it preferred the phrase "people of color" or the more generic "minorities" in the second paragraph. Grayson favored the more emphatic "people of color" because "minority" includes sexual diversity (i.e., white women, who have shown the greatest advancement), which he does not equate with racial diversity. Ellerbrock said if the committee is speaking of a dearth of black hires it should expressly say so, being even more specific than "people of color." In response, Hyer said the phrase is correct: there has been little progress for any racial minority, not just African Americans--it is not as if everyone has advanced except African Americans. Ultimately, the question was put to the people of color who were present at the meeting: in the context of the letter, they found "people of color" acceptable.

Schaefermeyer will finalize the letter and assemble its attachments, send copies to members for review, and it will be voted upon at the April meeting.

Affirmative Action Incentive Grants: Hyer announced the call for grant proposals. Because of a late start this year, members agreed to extend the deadline to May 15, 1997, after graduation. She asked members to encourage colleagues to submit proposals and for three volunteers to serve with her and an EOAA Office representative on the selection committee. Volunteers are expected to review the nominations and then

hold a one-time, three-hour meeting to select the recipients.

Subcommittee reports: Dougherty said the Policy Subcommittee discussed two USA Today articles, one concerning gaps in the teaching of ethics and global awareness in American higher education, the other on the roots of racial inequity in college populations (see him for copies). They also discussed the possibilities of speaking with the university registrar and having Joyce Williams-Green and Ann Kilkelly address black and women's studies at their next subcommittee meeting. Bringing diversity to the core curriculum continues to be a topic; they plan to examine data and search for trends in order to suggest modifications.

Publicity Subcommittee: Lisker said they are still preparing their next Spectrum insert, to be out before the end of the semester. They are refining the questions they will ask deans and selected university individuals to assess what positive effects have arisen from sexual harassment training, and what other efforts the deans et al. are initiating in their particular areas to support diversity.

E. Scott said Committee Programming had arranged for Thyssene Frederick, Assistant Director, to speak on her office, Undergraduate Admissions, but she was unable to attend. The April meeting will feature Joyce Williams Green, Director of the Black Studies Program.

Other business: Holford announced that the topic of this year's President's Conference on Campus Climate is disability issues. Dr. Jane Jarrow, a nationally-recognized expert on disabilities and higher education, will be the featured speaker; and former Miss America Heather Whitestone, who is deaf, will present the keynote address. The conference will be held March 31, with information and training sessions throughout the day.

Holford gave an update on Project SAFE. It is moving forward quickly and successfully. Athletics is still being trained, with other student groups and the remaining campus to follow. She distributed the project's resource card to members. To recap, Holford said the program is designed for men and women, its aim is to give students the information they need to make good decisions before they encounter difficult situations, and to apprise them of available resources in case of crisis.

Hyer spoke on the provost's new initiative, the Black College Partnership Project. At least nine historically black colleges and universities will gather at Tech on June 2 and 3 to discuss how we may make partnerships with them in any variety of ways (e.g., instructional technology, graduate student recruitment, joint grant proposals, faculty exchanges, visits, joint degree programs). This first meeting will be devoted to discovering their interests and establishing a framework for what is envisioned to be a long-term project.

Adjournment: There being no further business, Chair Schaefermeyer adjourned the meeting at 3:50 p.m.

Respectfully submitted,

Karen L. Poe EOAA Committee Secretary

Next meeting is Tuesday, April 8, 1997, in 219 Squires Student Center

Subcommittees meet 2:00 - 3:00 p.m. in the following rooms: Policy ~  
Committee Room Committee Programming ~ Executive Conference Room

Publicity ~ Boardroom Entire committee meets 3:00 - 4:00 p.m.:  
Executive Conference Room

UNIVERSITY COMMITTEE ON EQUAL OPPORTUNITY  
AND AFFIRMATIVE ACTION  
Minutes for April 8, 1997, Meeting

Present: E. Ackermann, W. Dougherty, M. Ellerbrock, M. Holmes, P. Hyer, D. Lisker, L. Moore, R. Myers, B. Pendergrass, R. Rios, L. Schaefermeyer, R. Scheckler, E. Scott, D. Travis, B. Watford.

Call to order: Chair Lynne Schaefermeyer called the meeting to order at 3:05 p.m.

Adoption of the agenda: The agenda was adopted as presented.

Approval of minutes: Minutes of the March 11, 1997, meeting were approved.

Guest speaker: Dr. Joyce Williams-Green, director of the Black Studies Program, distributed a handout that described the program and touched on the topic "Cultural Diversity: Blacks as Road Kill' on the Information Highway," concerning African Americans and technology. She has made this study a major focus of the program because her background is in educational technology, Tech is a polytechnic university, and peer institutions do not often research the subject. She noted that blacks lag far behind other groups in this regard.

Dr. Williams-Green reviewed the program's 1991-97 student enrollment figures, which have shown significant increases. "Introduction to Black Studies" is the most popular course (six sessions offered this spring) in part because it meets core curriculum requirements; in fact, the majority of "Intro" students are white, as are some concentrators. She said this can be beneficial: the educational process results in these students acting as ambassadors and sharing their knowledge with their associates. More advanced offerings include "Black Aesthetics," "Introduction to African Literature and Film," "Racism and Black Achievement," "The Harlem Renaissance," classes in African American art, dance, and music, and other diverse themes.

The majority of Center for Interdisciplinary Studies graduates are Black Studies concentrators, but Williams-Green is the program's only tenure-track faculty member. Most faculty are from other departments and teach these classes as an overload to their regular duties. However, this spring the program was allocated an assistant professor position.

Williams-Green feels the program has been successful largely because of the graduate students it has hired. Many of them gain worthwhile training, using the program as a proving ground; and in return the program offers them a support system.

Since Williams-Green joined the program in 1994, it has received four grants, one of these to develop a totally on-line "Cyber-Intro to Black Studies" course, and another to buy power book computers as a technological aid for tutoring black children. The program has a home page, it participates in service-learning, and it is involved with an outreach project to traditionally black Hyer asked Williams-Green to speculate on the relationship between the success of the Black Studies Program and Tech's ability to attract black students. Williams-Green said she sees a correlation. Pendergrass said surveys have shown that parents of new African American students are excited to hear of the program, and African American seniors have consistently felt positive about it and believed it to be self-affirming.

Subcommittee reports: Watford said Williams-Green's discussion concluded Committee Programming's activities. She remarked that over the year the various speakers had enlightened her about campus operations, and she



recommended that a future subcommittee invite a Women's Studies representative to explain that particular program.

Policy Subcommittee: Dougherty said the group met with Ann Kilkelly and Joyce Williams-Green before the present main meeting. In preparation, he gathered enrollment statistics for both Women's and Black Studies, starting with fall 1993. From them, the subcommittee ascertained the intensity of student interest in diversity and multicultural courses. According to their cursory investigation, there is enormous enthusiasm for these programs, despite their being short-staffed and restricted in faculty. He said if he returns next year as a committee member he would continue monitoring this interest; he feels it can support efforts like the Torgersen letter [see below].

Lisker reported that Publicity Subcommittee members have completed their interviews of Elyzabeth Holford, Ed Spencer, and several deans, plus a summary of Heather Whitestone's disabilities address (President's Conference on Campus Climate). They do not know if there is enough material to constitute another Spectrum insert--if there is, they will try to publish before the semester's end; if not, it will provide the foundation for an insert next fall.

Request for annual reports: Chair Schaefermeyer asked subcommittees to submit a brief, one-to two-page report highlighting their groups' activities this past year and asked that it contain a thread of continuity to assist next year's subcommittee members.

Committee letter to President Torgersen: Chair Schaefermeyer said the letter dated March 26, 1997 was actually sent to Dr. Torgersen. As of this present meeting, she hasn't received a response but will forward to members any she may receive. She thanked the committee for its efforts in developing the letter.

Other business: Hyer asked the committee to consider two questions: Do you feel as if we have accomplished much? and, Can we reorganize the committee next year so members feel even more contributory?

Dougherty commented that his and probably other members' levels of awareness were raised this year, which can be considered a worthy achievement; members will likely enlighten their colleagues on the issues the committee has discussed, over time.

Adjournment: There being no further business, Chair Schaefermeyer adjourned the meeting at 3:50 p.m.

Respectfully submitted,

Karen L. Poe  
EOAA Committee Secretary

This was the final meeting of the 1996-97 year.