Minutes – AA/EO Committee Meeting  
December 15, 2005 – 4:00

Members attending: Carl Allsup, Frank Igou, Marge Karsten, Kate Kelley, Rea Kirk, Miyeon Kwon, June Li, David Zierath

This meeting’s topic was a continuation of the consideration of how to achieve more hiring of racial minorities on the campus. We began with the expression of concern over so often hearing clichés such as that it is a hard sell to attract racial minorities, why would they want to come here? Will they fit in? Will they meet standards? These need to be challenged and put aside so the implicit racism in those concerns is eliminated from the process of hiring.

The process of hiring was discussed, including the following points:

- The process of creating search and screen committees tends to be pretty loose. Membership on them comes in incompletely. Marge Karsten suggested that the process operates in a “common sense” kind of way.
- It was noted that getting an academic staff position short term is a lead-in to getting a faculty (tenure track) position, and that affects who is likely to get serious consideration for such positions. Kate Kelley described the formal process of the search, and limitations were noted. Carl Allsup referred to connections to Native American listserves, instead of formal and expensive published sources. Networking is the name of the game. Kate noted that there is information of the web and also there is a tape available from System that deals with the extension of searches.
- Screening problems were discussed, including the importance of having a person of color attuned to diversity being on the committee. At the last meeting there had been reports about the requiring of that in the College of LAE. Rea Kirk added that the focus of searches needs to be on native-born people of color because that is a different issue than hiring international faculty and staff. Both Carl and Kate reinforced that by expressing that this issue is one of racial justice in the U.S. Marge said she would look into what the Equity Committee in BILSA is doing or could do with regard to this issue. There was agreement among us that it takes coalitions to carry on this kind of effort and that efforts tend to dissipate otherwise. Kate also noted that at times there are too many committees with overlapping interests, such as the new Diversity Committee, and there needs to be coordination among them.

Submitted by David Zierath