

Check w/ Mr Nelson

8

(1)

3 December 1971 meeting w/ HEW - final conference

work out system that insures that EEO by law appears
always

notice put out by Dept w/o knowledge of personnel

* remain GNC

targets yes, quotas no

construction general contractors - way is necessary to
come back to do this - we have obligation to
make general contractor take affirmative action
"on y HEW's biggest areas"

Went's Files

* have or file affirmative action plan from each
contractor

waterworks leave policy for EPA

now for 9 mos

same as SPA for 12 mos

not written on purpose because more generous

want to get them from the solution by Jan 1, 1972

Letter w/in next 2 weeks ~~or after Christmas~~ because
will be hard delivered - results of general review
so very deep to report

way of reports periodically - 2 kind / reports periods

will bundle 3 other complaints by visit + at same time

* region of working on purchase order EEO done
(Dunham)

I Positive Steps we have taken:

- Good Niagara Council - round out report
- Progress in hiring black faculty
- Affirmative Action Planning last summer
- Various material we have given showing our efforts, i.e. reports from Deans
- Efforts to join with other campuses
Kent State

OREB

Fla State of Florida A+M

II Our "unique" approach administration approach which means use of decentralized methods
Use of committee means to communicate

III Our understanding that EEO \neq quotas

IV Specific Complaints

V what next steps

meeting w/ Chiara + Martin

MS to demand for in public form: must have

meeting outside of her

MINUTES OF THE MEETING OF THE UNIVERSITY GOOD NEIGHBOR COUNCIL

Regular Meeting April 1, 1971, Harrelson Room, D. H. Hill Library.

Members present: Chairman King, Messrs. Keller, Fearn Simpson, Tucker, Murphy, Downs, Uzzell, Holloway, Weis, Young and Mrs. Francis.
Guest: Provost Harry C. Kelly

The chairman called the meeting to order, and the minutes of the previous meeting were approved. The presence of Dr. Harry C. Kelly, Provost of the University, was acknowledged.

In the absence of Arthur Lee, president of the Society for Afro-American Culture, Mr. King reported on Pan-African Week, expressing regrets that attendance at the sessions with C. T. Vivian and Howard Fuller had not been better. The most successful aspect of Pan-African Week was the weekend for prospective black students which was attended by twenty men and seven women. Bill Davis, student employee of the Admissions Office, will work on a follow-up and evaluation of this weekend.

Other University-sponsored events for prospective students were mentioned by Dr. Kelly and Council members, and it was suggested that larger participation of black students be encouraged. These include the School of Agriculture and Life Sciences Day, PSAM's High School Day, Textiles' Open House, and the Engineers' Fair. It was observed that the Society for Afro-American Culture might be instrumental in attracting more black students to these various student days.

The Council was informed that Dr. Lyle Rogers, Director of Counseling, had responded to the letter sent to Dr. Talley requesting the Division of Student Affairs to disseminate more information on tutorial programs available to students. Dr. Rogers indicated the possibility of placing more emphasis on these services.

Dr. Keller, Chairman of the Committee for Recruiting Black Faculty, presented the Committee's report. The complete report is attached to minutes of this meeting. Discussion followed the report, with much of it centering on the suggestion that ten University department heads be invited to attend a University Good Neighbor Council meeting to discuss ways of increasing black faculty on campus. The difficulty of selecting ten from the sixty department heads was mentioned and consideration was given to whether all department heads should be invited. It was decided that an open invitation be issued to all and that, prior to the meeting, it be predetermined that at least ten would attend. Provost Kelly indicated that he would be willing to join in the issuance of invitations and would attend the meeting with department heads.

Some estimates and conjectures were made regarding black Ph.D's available for employment and whether there should be "pirating" of black colleges. Dr. Uzzell suggested that Graduate Schools having large numbers of Negro students, such as University of Chicago, Ohio State, and Purdue be contacted for assistance in recruiting black faculty.

Provost Kelly spoke of his commitment to the need for more black faculty at the University. He said such a commitment is necessary not only at top University administrative levels, but down through the ranks. Assurance was given of his cooperation

with the Council in its efforts to bring about the employment of more black professional personnel by the University. Dr. Kelly made available the attached report on black professional personnel presently employed by North Carolina State University. He also said he would inform the Council of the number of new faculty positions for 1971-72; Council members felt that there might be emphasis on recruiting black faculty for these positions.

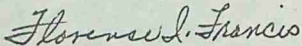
Dr. Kelly spoke to the matter of enlarging the University's black student population, indicating that action in this direction was necessary, not only from top University levels but down through the ranks. He referred to the probability of the University's failing to admit some students capable of succeeding in college and graduate school if specified Scholastic Aptitude and Graduate Record Examination scores were major prerequisites for admission. He reported on two creativity tests presently in use in Utah and Wilmington, North Carolina, on which the Council might seek more information.

Chairman King extended thanks on behalf of the Good Neighbor Council for Dr. Kelly's attendance and participation.

Mr. King said he would invite department heads to a forthcoming Good Neighbor Council meeting.

The meeting was adjourned.

Respectfully submitted,



Florence I. Francis
Secretary

FIF:db

Enclosures

"I don't make the policy"

10/19/71 HEW meeting at CH.

Nature of meeting

original
Thomas, ^{Byson} ~~Beim~~, ^{Beason?} Chandler

felt original invet. was adequate
combine complaint investigation w/ general review
wants data in 2 weeks
several complaints at 2 computers

Beim

needs letter of response to criticism
complaints still coming in
letter of form & subsequent agreement still hold
have used printouts
done some review of what can get from computers
want 4 different parts
use same programs at both computers

Compliance Review based only on Executive Order

Two site teams - ^{NCSU} ~~Beason~~, ^{UNC-CH} ~~Chandler~~
4-5 people on each team

Process

analysis of printed print coming to quality
* don't give name of complaint until have
investigated then give complaint (allegation)
to you but take out names complaint wants
omitted - would withhold name of people & as

1st preference is name

→ 2

witnesses if they don't want to be named but they
will use evidence
will try to ~~keep~~ keep complaint allegations
separate

Progress and follow up reports

will look at indoctrination - studied wife of MA working
as a clerk

Problem that minister don't list all reports

Printed will give them down as to which personnel files to
look at

What they want is part 1 excluding summary

by Nov. 3

Begin on site review Nov. 16 - brother
campus - independent study
med office

Need summaries when available in say Dec. 15

2 copies to HEW

1 to UNC

1 to NCSM

Tom Byrson is our chief

①

Nov. 15 HEW meeting

selected campus, selected departments

need central place for telephone calls & messages

know will be here all week

won't come back next week

will return on Nov 29th

Bill & Dept will want to visit

6 complaints - will give copies

coordinate appointments

will let know at beginning of day ~~people~~ ^{people} want to
~~see~~

handling of pers - HEW will pay only ^{general} ~~general~~ ^{services} ~~services~~
and will acknowledge complaints if ~~asked~~ ^{asked}

interviewing employees

don't expect report to show every position finding
look at selected faculty personnel files - take about 3

days

if you have concerns contact Byrson

don't want to interfere w/ individual's schedule

after get funding, next step is resolving problem,
hearing come after

ACK asked for help in meeting problems - HEW is willing to give us advice

It might develop and need to look at all records for a department

What type of personnel record do you want to look at? CH
HEW - w/ exception of unclassified info, any records that provide basis for action that you take.
all records upon which action is based
"It is information we need or we can't specify"

- Steps
- 1) printout
 - 2) interviews
 - 3) personnel files

Which file would have in it the justification for personnel actions? answer none

Reports will not use names - we can agree

will work out process w/ us

> want to see pending application files of departments or applications to jobs that were received
Should keep applications in order to be in compliance

11650 FTE

purpose for making decisions on names for interview

would investigate reverse discrimination

would be concerned with patterns & trends for department
or university

idea of retrenchment & its effect

will be aware of retrenchment, will report it