TO:  PRESIDENT ALBERT W. BROWN
FROM:  THE FACULTY SENATE
Meeting on May 8, 1972

RX:  X  I. Formal Resolution (Act of Determination)
     _____ II. Recommendation (Urging the fitness of)
     _____ III. Other (Notice, Request, Report, etc.)

SUBJECT:  Ad Hoc Committees on Equal Employment Opportunity

Senator Bretton moved the adoption of the report of the Ad Hoc Committee on Equal Employment Opportunity entitled: Interim Policy Guidelines on Equal Employment Opportunity Requested by President Albert W. Brown. It was moved and seconded to delete paragraph 4 of the report. The Ayes had it.

Due to the lateness of the time paragraph three would not be activated until next year.

Signed  [Signature]
(Date)

TO:  THE FACULTY SENATE
FROM:  PRESIDENT ALBERT W. BROWN
RE:  I. DECISION AND ACTION TAKEN ON FORMAL RESOLUTION

a. Accepted. Effective Date
b. Deferred for discussion with the Faculty Senate on

c. Unacceptable for the reasons contained in the attached explanation

II, III.

a. Received and acknowledged
b. Comment:

DISTRIBUTION: Vice-Presidents:

Others as identified:

Distribution Date:

Signed  [Signature]  (President of the College)

Date Received by the Senate:
The Ad Hoc Committee on Equal Employment Opportunity recommends the adoption of the following:

**Interim Policy Guidelines**

On Equal Employment Opportunity Requested
by President Albert W. Brown

Pending appointment of the newly created Standing Committee on Full and Equal Employment Opportunity, and mindful of the need for urgency in conjunction with hiring decisions to be made now and during the summer, the Faculty Senate offers the following INTERIM POLICY GUIDELINES for the President's consideration and implementation, as part of an evolving AFFIRMATIVE ACTION PLAN ON EQUAL EMPLOYMENT OPPORTUNITY AT BROCKPORT:

1. Unless clear and sufficient grounds can be cited by an academic department to support a request for exemption from this rule at this time, appointment decisions shall be made henceforth with a view to assuring that each academic department at Brockport employs at least one black and one woman full-time faculty member.

2. Before any departmental requests for new appointments are entertained by the President, assurances shall have been obtained that a thorough search for minority and women candidates has been conducted, and that recruiting plans for the future are devised to provide reasonable assurance of attracting minority and women candidates.

3. Because of the difficulty of identifying minority and female applicants in academic fields where they may be scarce, a lead time of six to eight months must be given to a department before the actual hiring. Therefore, the decision to hire in a department must be made by the administration before November 1 of the year prior to the effective date of the job opening.
March 9, 1975

Dear Al:

The enclosed draft resolution was adopted by the Brockport Faculty Senate on March 6 by unanimous vote. I further moved, in connection with this action, that the draft resolution, if approved, should be hand carried by a delegation so that you be provided with an opportunity to share with us the considerations that led to this action. Furthermore, it was my intent to share with you the points raised at the committee level and on the Senate floor to further broaden your perspective on this matter.

I learned from your secretary that you will not be available until a week from now or shortly thereafter. Under the circumstances I am sending this resolution to you by campus mail and ask you to give us an opportunity through Bob Gezzi and myself, perhaps, to answer any questions you might have before you take any action on your part.

Very sincerely yours,

Henry L. Bretton
University Professor

P.S. If I should not be available at extension 2433, please have your secretary leave a message in the Political Science Department or call me at home at any time.
Draft Resolution on Equal Employment Opportunity

There are tasks to be performed by Brockport College with regard to Equal Employment Opportunity that require the full-time attention of a qualified and committed person, backed by adequate financial and moral support and where the decisions on hiring and promotion are not being made. Be it resolved that:

1) Brockport College immediately create a full-time Presidential Assistantship to effectuate Equal Employment Policies and Programs of the University.

2) If necessary, a new line position be set aside for that purpose.

3) The position be filled preferably by a person who has demonstrated a familiarity with the problems facing indigenous American blacks, or by a woman, or a combination of these or similar characteristics.

4) The office to be created embrace such activities as developing policy statements and Affirmative Action Programs; developing internal and external communication techniques; assisting in the identification of problem areas and establishment of goals and objectives; assisting campus administration; internally assessing compliance; providing liaison among the University, enforcement agencies, minority organizations, and community action groups; designing and implementing audit and reporting systems required for effective monitoring and operation of affirmative action programs.

5) The officer so designated and so instructed shall work in close cooperation with the Faculty Senate Standing Committee on Equal Employment Opportunity or the temporary equivalent.

Submitted for consideration and action by the Senate on March 8.

Feb. 28, 1972

Ad Hoc Committee on Equal Employment Opportunity

H.L. Bretton
Chairman

Passed by the Faculty Senate on 3/6/72
State University College
Brockport, New York

Equal Opportunity Committee
Ad Hoc Committee of the Faculty Senate
December 6, 1971

The Committee has been concerned with the approach to be taken in regard to problems of discrimination on this campus. The initial decision of the Committee in September 1971 was to obtain data on the position of the discriminatory groups in regard to salary, rank, tenure, numbers employed and so on. It was also decided to obtain a copy of policy and law in regard to discrimination. After evaluation of this information recommendations for action were to be made. Obstacles were encountered in efforts to obtain such data.

On October 22 it was learned through Chancellor Boyer's report to the State University Faculty Senate, that the University had been investigated by the Federal Compliance Office of the HEW Department and had been found to be discriminatory and was in danger of losing federal grants. Therefore the following decision was made by the Committee:

It is evident that faculty members do not have access to personal and legal documents and records necessary for a study of the problems of discrimination. It is also a consensus of the Committee that the problems of discrimination are administrative in origin and administrative action is required for remedy.

Recommendation:

IT IS THEREFORE RECOMMENDED THAT ONE PERSON HAVE SOLE RESPONSIBILITY FOR THE STUDY AND HANDLING OF DISCRiminATORY PROBLEMS ON THIS CAMPUS.

Additional considerations in regard to above recommendations:

Responsibilities of the position:

To study the problems of discrimination on this campus

To evaluate compliance with Federal and State Law and with University policy on discrimination

To hear cases or conduct investigations if so requested by individuals involved

To have the authority to take action in cases of discrimination or to report to those who can take action, then see that it is taken

To conduct a constant review of all salaries and
promotions throughout the college, across department and division lines for fair practice in regard to race, sex, creed, color, national origin, marital status, age. (In other words to ensure that decisions are based on professional not personal criteria.)

To be concerned with hiring, firing, tenure, rank, salary, position, teaching load, summer teaching, equipment needs, work space, opportunity for growth and all matters in which discriminatory decisions may be made.

Persons covered by this office would be those members of the segments of the college that have representation in the Faculty Senate. (This would exclude civil service personnel and students.)

It is further recommended that faculty, possibly a senate committee, participate in the selection of the person for this position.

In view of the present financial problems, it is suggested that this position could be obtained by a "shifting of positions" within the college.

Since the Committee on Equal Opportunity prepared this report a resolution from the Office of the Chancellor, on "Equal Employment Opportunity in State University of New York", has been generally circulated. In this report the statement is made:

"University-wide liaison and leadership in equal employment opportunity shall be effected through a member of the Chancellor's staff. Campus liaison and leadership shall be effected through a member of the President's staff."

Committee:
S. Ashida
A. Davis
S. Jellik
G. Simmons
H. Whitney
J. Jobear, Chairman
To: President Brown

Fr: Ralph P. Gennarino

Re: Faculty Senate Resolution (May 8, 1972) Ad Hoc Committee on Equal Employment Opportunity

September 21, 1972

This was intended to be an interim policy guide pending the appointment of the newly created Standing Committee on Full and Equal Employment Opportunity. I believe the Faculty Senate has or is in the process of appointing such a committee according to a conversation I had with J. D'Agostino.

Just a comment on the three items contained in the resolution:

Item 1. The intent of this is quite clear - that is to hire more blacks and women. The minimum quota appears to me to be very constraining and might prove to be detrimental to the intent of this item.

Item 2. Could probably be done.

Item 3. With the kind of budgetary constraints inherent in the budgeting process in N.Y.S., the last sentence citing a November 1 deadline would render this section inoperable. As you know, we do not get a final faculty allocation figure until after the executive budget is approved by the legislature. This often moves into March or April.

There is some background which I do not have. See M. Bratton's letter of March 9, 1972 requesting a meeting. Was such a meeting held? What were the results or conclusion reached, if any? You might want to review this also.

Suggestion: Reclassed and acknowledged with comment that we are looking forward to a comprehensive plan from the new Standing Committee on Full and Equal Employment Opportunity.