

C. A. W. ...  
BE BIKAC

April 21, 1988.

~~MODIFIED~~ RESOLUTION FROM THE ACADEMIC COUNCIL COMMITTEE

ON BLACK FACULTY

Whereas blacks remain under-represented among Duke faculty and efforts to achieve the goal set by the Academic Council of doubling the number of black faculty by 1990 have been ineffective to date;

Whereas the responsibility for correcting the under-representation of black faculty is shared by the entire university community;

Be it resolved:

1. That the Administration require each hiring unit within the university (Departments and Programs in Arts and Sciences and in the School of Medicine, and the other professional schools) to increase the number of black faculty (at regular rank) over its present number (as of September 1, 1987) by at least one, before the fall of 1993, and that it provide incentives, financial and other, to make it possible for each department and hiring unit at Duke to do so. Recognizing that some hiring units may have more difficulty than others in fulfilling this requirement, those that are unable to increase their black faculty must provide documentation of their efforts as specified in Section 3.
2. That all faculty hiring units be encouraged to adopt one or more of the following recommended strategies for increasing black faculty:
  - a. Hire a black faculty person under the existing policy of "opportunity appointments."
  - b. Request new positions in sub-fields with relatively high proportions of black Ph.D.'s, where such choice of sub-fields is consistent with other departmental priorities.
  - c. Use contacts with faculty at other institutions, especially senior black faculty, to locate promising black candidates for all positions open in the department, and invite candidates located in this way to apply for these positions.
  - d. Utilize the visiting professor program to identify and recruit candidates. (A visiting black professor, it should be noted, does not meet the goal of adding a faculty member at regular rank).
  - e. Recruit additional black graduate students to increase the availability of potential black faculty here at Duke.
3. That the Administration institute the following procedures for hiring units that are unable to increase their black faculty:
  - a. The hiring unit will be required to submit a review of its recruitment efforts over the past two years. A recruitment form will be provided.

b. A new recruitment plan will be filed with the equal employment opportunity officer, the appropriate dean, and must be approved prior to the start of another recruitment process.

c. A review and approval of the hiring unit's recruitment process and applicant pool prior to the extension of invitations for campus visits. Approval will be contingent on the inclusion of one or more black candidates among the invitees, or demonstration that every reasonable attempt to identify such candidates has been made.

d. If the list of invitees includes a black candidate, a review and approval of the hiring unit's selection process prior to an extension of an offer to other than the black candidate.

4. That to increase the pool of potential black faculty members:

a. Duke will double the number of black doctoral candidates enrolled here by 1993, with a commensurate increase in funding for such students; and

b. The University will develop a post-doctoral program to facilitate the recruitment of potential black faculty.

c. The University will set up and fund a fellowship for a black graduate from Trinity College and Engineering to study elsewhere at a graduate school of his or her choice for four years in pursuit of a Ph.D.